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General Electric News

JANUARY 5, 1984 — FORT WAYNE, INDIANA — VOLUME NO. 66, NO. 1

New badge system goes into effect Jan. 16

All employees will be required to wear their new identification badges to work beginning Monday, Jan. 16, announced **Dan Moore**, manager of plant protection and security.

The new badge procedures are being implemented as part of a $120,000 security improvement program that includes construction of new guard posts at Broadway and Taylor Street locations. The program is designed to help protect employees and their property as well as company property and proprietary information. The badge system will help insure that only employees and other authorized people have access to company facilities.

Moore noted there have been isolated instances of theft and an attack on an employee in recent years by non-employees.



Fred Eckart, employee relations manager for the Component Products Technology Operation, shows his employee badge to Dale Getz, plant protection officer. All employees will be required to wear their badges beginning Jan. 16. A two-week break-in period will help employees get used to the new procedures.

Break-in period Jan. 16-29

"To help employees adjust to the new procedures, there will be a two-week break-in period from Jan. 16-29. Employees who come to work without their badges during that period will be able to enter the plant locations after signing in," said Moore.

Beginning Monday, Jan. 30, full enforcement of the badge procedures will begin. As of that date, employees who come to work without their badges will be required to obtain a temporary badge to be admitted to the facility.

During the break-in period, employees will be expected to follow all the new procedures outlined below. The procedures will be enforced beginning January 30 at Broadway, Taylor and Winter Street locations.

The new procedures are as follows:

- All employees must display their employee identification badge to security before entering the facility and proceed after being acknowledged.
- Employees who arrive at work without proper badge identification must provide a suitable alternate form of identification, such as a current driver's license. In such cases, the plant protection officer will verify that the employee is currently listed on the GE payroll. After verification, the employee will be permitted to sign for a one-day badge and then be admitted to the facility. The badge must be returned to the same gate by the end of the shift or end of the day.
- All employees entering the facility in vehicles must display both a valid employee badge and "Y" parking sticker.
- Employees will be required to wear badges while in the plant.
- Badges must be turned into Employee Relations when an employee terminates service, retires, or goes on lack of work or leave of absence.
- New employees will be issued a badge during orientation at the Central Employement Office on Broadway.

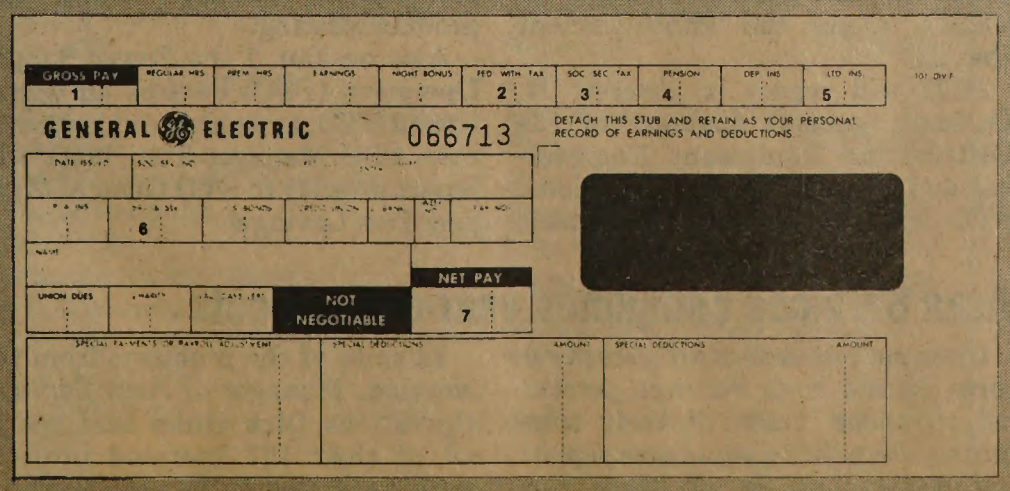
Most employees had their badges made prior to the Thanksgiving holiday. Any employee who has not received a badge should contact the Central Employment Office, Ext. 3661, to set up an appointment.

"These new badges and the procedures that go with them will help improve plant protection and employee safety," said Moore. "We're counting on employee awareness of the importance of plant security and their cooperation to make our new system work."

Changes to watch for in your 1984 paycheck:

1. Gross Pay: The $4.80 per week cost-of-living increase was first noticed in nonexempt-salaried paychecks Dec. 30. Hourly-paid employees' 12-cents-an-hour COL increase will first be noticed in Jan. 11 paychecks.

2. Federal Tax: Beginning March 1, employees will be able to reduce withholding taxes by enrolling in the new Deferred Pay Account of the Savings and Security Program. Employee meetings on this new benefit are expected to begin this month.



3. Social Security Tax: Employees will continue to have 6.7% of their pay deducted for Social Security taxes, but GE's contribution will increase to 7% of pay. These rates apply to wages up to $37,800. Technically, the rate has increased to 7% for employees, also, but there is a 0.3% tax credit in 1984 for employees.

4. Pension: GE pays the full cost of employee pensions on the first $12,000 of earnings, so there will be no deductions the first part of the year. Improvements were made to the table of guaranteed pensions beginning Jan. 1, 1984. Most hourly-paid employees retire with guaranteed pensions.

5. LTD Insurance: Hourly-paid employees with 14 or more years of pension qualification service will pay $6.25 a week for Long Term Disability Insurance in 1984. Hourly employees with less service will pay 1.15% of normal straight-time weekly earnings. See story on Page 3.

6. Savings & Security: Participants in the Savings and Security program who receive a pay increase will see an automatic increase in their contributions to S&SP. Their GE matching payment also will rise with pay.

7. Net Pay: Increases for hourly and nonexempt-salaried employees should boost take-home pay for those employees. The new Deferred Pay Account available March 1 will offer S&SP participants a way to increase take-home pay at the same time they save for retirement.

Allen County Public Library
Ft. Wayne, Indiana

Black & Decker to acquire GE Housewares business

General Electric and Black & Decker of Towson, Md. have jointly announced an agreement in principle for Black & Decker to acquire GE's housewares operations for approximately $300 million.

The sale would involve GE Manufacturing facilities in Allentown, Pa.; Asheboro, N.C.; Brockport, N.Y., as well as GE's Housewares Business in Canada, Brazil, Mexico, and the Housewares manufacturing facility in Singapore. Warehouses and product service facilities associated with the business would also be included.

3,500 employed

Approximately 3,500 U.S. housewares employees will be employed by Black & Decker as a successor employer.

The purchase of GE's small appliance business, which will have 1983 estimated sales of more than $470 million, does not include GE's audio electronics product lines or any of the other GE consumer product lines such as major appliances, video and lighting products. Product lines involved in the sale include toasters and toaster ovens, coffeemakers, food processors, juicers, electric can openers, irons and hair dryers.

Leader in appliances

Commenting on the proposed sale, Paul Van Orden, GE executive vice president and sector executive, Consumer Products Sector, said: "General Electric has made a strategic decision to concentrate its resources in the consumer businesses where it can apply substantial technological and financial strengths. In the past year alone, we have committed more than $500 million in investments to modernize and strengthen our leading positions in major appliances and lighting, and to support our niche strategy in consumer electronics."

Laurence J. Farley, president and chief executive officer of Black & Decker, commented: "A major strategic objective of Black & Decker has been to diversify our product offerings for the home. With this in mind, we have, over the last serveral years, introduced a growing number of cleaning and lighting household products. The acquisition of General Electric's housewares business brings us into five new home markets: food processing, beverage making, ovening, garment care and personal care.

Better distribution

"This acquisition contributes not only a broad range of quality products in established and growing markets, but also well-managed operations and an excellent western hemisphere distribution system for household products.

"Although General Electric's housewares business is already successful, integration with our Black & Decker operations will add additional technical and low-cost manufacturing capabilities and a European distribution network.

Diversity enhanced

"Black & Decker is focusing on using its worldwide brand name, marketing, distribution and technical strengths for products designed to make life easier. This acquisition will diversify our operations into two related but distinct businesses: power tools and small household appliances."

Under terms of the agreement, Black & Decker would be permitted to use the General Electric brand on small appliances presently in the GE housewares line for three years. Product warranties on GE brand small appliances would be honored by Black & Decker.

Closing of the sale is expected in spring 1984.



Effective Presentation speakers

Mark Lewers (seated), SMD, Building 4-6, was the Best Speaker in the Effective Presentation class competition last month. Standing from left are: Greg Postel, Component Products Group Finance Systems Operation, who was a speech finalist and was recognized for the Best Written Paper; Gerard Meluso, General Purpose Motor, Taylor Street, speech finalist; Merle Warren, Specialty Transformer Department, Building 4-6, recognized as the Most Improved Speaker; and Martha Hillen, Specialty Motor Department, Building 4-6, speech finalist. The course is offered through the Manufacturing Studies Program. Another 15-week class will be offered Feb. 7 through May 15.

10 new courses offered to technical personnel

Graduate engineers or non-graduate technical personnel who have permission from their managers may take one of 10 newly created in-house courses in 1984.

Modal Analysis — This class will consist of a brief study of noise with emphasis on vibration; some theory will be included but experimental procedures will be emphasized. The equipment will include the modally tuned impact hammer, the dual channel fast fourier analyzer and PDP 11/34 computer with Modal Analysis software.

IBM PC — Editing, debugging and optimum usage of the IBM PC computer is the focus of this class.

Computer Data Acquisition Systems — Discussion will be centered on techniques of using the computers for data acquisition.

Vax Orientation — Heavy emphasis on in-class applied work on the new VAX 11/780 will be this course's content.

Em Finite Element Analysis — The theory of electromagnetic finite element analysis will be discussed.

ECM Electronics Technology — This seven lecture course will focus on the electronic components and their use in the ECM control circuitry.

Mechanical Finite Element Analysis — The theory of mechanical finite element analysis is presented.

CMD Marketing — An overview of how products are being marketed and the role of engineering support are the intentions of this course.

Purdue University Engineering Update Series — Ten 75-minute videotaped sessions on Purdue University's engineering activities are presented.

CAE-CAD-CAM — This course will give an overview of CAE-CAD-CAM activities within the company.

All of the courses are free and will be offered generally from 4-5:30 p.m. once a week. To register contact Harold Blaettner in Building 19-5, Ext. 3203.

STD assigned to Contractor Equipment Business

Specialty Transformation Department became part of the Contractor Equipment Business Operations (CEBO) Jan. 1. John D. Opie, vice president and general manager of CEBO, made the announcement Dec. 23.

STD will report to Everett N. DeVault, general manager of the Distribution Equipment Engineering and Manufacturing Operations. STD was part of the Component Motor Division.

Opie said the addition of STD will better position the Contractor Equipment Business to serve the construction market with a full product offering.

Also on Jan. 1 the Power Supply Operation (PSO) became an operation of STD, as announced last summer. PSO Manager Tom West will report directly to STD General Manager Dan Lovinger.

Area Services completes year-end projects

Unexpected sub-zero temperatures caused Area Services personnel to spend much of their time during the holiday shutdown repairing water lines in all three GE plants.

In spite of the problems from the weather, Manager of Area Services Operations Dick Huhn said nearly all of their 127 year-end projects were completed in the eight working days of the shutdown.

12 families aided

Twelve needy GE people and their families received financial assistance at Christmas because of the contributions given by GE employees last month in the "Cash for Cards" program.

Donations of $1,964.41 were collected in 1983 by GE employees, up from $1,704.17 given in 1982.

In December, $1,761.15 was disbursed to pay utility bills, house mortage and rental payments and to buy groceries.

"Cash for Cards" is sponsored by Elex. Needy families are also assisted throughout the year.

Stock dividend rises to 50 cents

GE's board of directors has raised the quarterly dividend on GE common stock from 47.5 cents to 50 cents a share. The next dividend will be paid on Jan. 25, 1984.

Most GE employees have GE stock through participation in savings plans and the Employee Stock Ownership Plan.

GE retirees to gather in Seminole, Fla.

Fort Wayne and Decatur GE retirees are invited to attend the annual reunion Feb. 2 in Seminole, Fla., south of Clearwater.

Advance reservations are necessary and may be made by calling 1-813-544-0849 or by writing Delos Martin, 5705 80th Street North, Harvard No. 205, St. Petersburg, FL 33709.

Pensioners to meet in St. Petersburg, Fla.

GE Retired Employees Association has announced a Fort Wayne Day luncheon for Feb. 15 at noon in St. Petersburg, Fla., at Bradford's Coach House, 1900 N. Fourth St.

For details and reservations call Bill Herrington at (813) 868-7329, Don Enzmann at 736-6381, Harold Herzberg at 867-7249 or Jim Mohlman at 577-7792.

Higher claim payments increase cost of LTDI

Payroll deductions for the Long Term Disability Insurance Plan for hourly-paid employees will be somewhat higher in 1984. The contribution rates have gone up because the total payments on disability claims during the past year were higher than expected, and the plan's liabilities are also expected to rise in 1984.

Hourly employees with 14 or more years of pension qualification service will pay $6.25 a week. This is $1 more than in 1983.

Hourly employees with less than 14 years of pension service will pay 1.15% of normal straight-time weekly earnings. The '83 rate was 0.9%.

For those few not in the GE Pension Plan, continuous service is substituted for pension qualification service when determining an employee's cost.

Experience-rated plan

LTDI is a so-called "experience-rated" plan. Its costs to participants vary depending upon how many employees are in the plan and the plan's liability for payments because of long-term disabilities. Some years the rates go up; other years they go down, depending upon the experience.

LTDI aims to provide income to GE hourly employees when they are disabled and have used up their weekly sickness and accident benefits under the GE Insurance Plan. The plan assures participants they will have an overall income of at least 50% of their normal GE earnings until at least age 65.

Protection being used

Homer Jennings, manager of benefits, pointed out that, even with the increased cost, this special insurance provides valuable financial protection against serious illness or injury.

"While it's not good news that the cost of this insurance is going up," he said, "it means that more GE people are in fact needing to use this benefit.

"On my job I review the payments made to people who are out of work because of sickness or injury. It's sad to have to inform a person that the income from GE benefits will soon end because he or she wasn't enrolled for Long Term Disability Insurance."

Can join anytime

Jennings suggested that anyone who isn't now in LTDI or who might be considering dropping out should talk to someone who has been out of work long enough to receive LTDI benefits. "These are the best advocates for this plan," he added.

While most current participants in LTDI enrolled soon after they joined GE or during an open enrollment period, non-participants may join at any time by providing proof of good health satisfactory to the insurance company.

GE salaried employees aren't eligible for this plan but can participate in a similar plan called the Long Term Disability Income Plan. The 1984 rate for the salaried plan will be announced soon.

X734809

Adlets

FOR SALE

67 CHEV PICKUP w-Reese hitch, 4 good tires, cap, runs good, needs body work, $225. 485-2889.

STEREO WOOD CABINET SPEAKERS, 15-1/2"x24-1/2"x12", ex. sound, pr. 483-0817.

'68 VW BEATLE, auto stick shift; 10 spd bike. 485-1119.

FAMILY ROOM FURNITURE GROUP: 4 pcs., blk naugahyde, 2 swiv. chairs, ottoman, 8' couch, good cond., $100. 483-0817.

ROYAL TYPEWRITER, prtbl, ex. cond., $60; lady's ice skates, sz. 7-8, children's skates, sz. 3. 747-3871.

FEMALE LONGHAIR KITTEN, $5. 672-3400.

TOY CHEST WITH SHELVES, $15; skates, szs. 4, 6, 8, 10. 747-4304.

PRINCESS CHINA - "Golden Peony" - , 8 soup bowls. 432-1238.

SINGER SEWING MACHINE, cheap. 747-6264.

EXTERIOR DOOR, 32"x79", w-3, 12"x23" lights. 747-2796.

PLAYSCHOOL DOLLHOUSE, complete, $15, extra sets, $2; ice skates. 747-4304.

MICROWAVE OVEN in A-1 condition. 483-7383.

6 HP SNOWBLOWER, chain drives, studded tires, 24" cut. 485-8546.

OIL HEATER, 9,300 BTU, $50; humidifier, $35. 1-419-263-2960.

'65 MERCURY, rusted out, good motor, trans., rear end, & tires. 747-3333.

SUPER 8 MOVIE CAMERA & PROJECTOR, hardly used, $189. 747-3661.

PING-PONG TABLE, $40, call in p.m. 627-3463.

WALNUT OR CHERRY HUTCH & VANITY; cherry pantry; baby blue dry sink. 745-4128.

OIL TANK, on legs, $20, call aft. 5 p.m. 744-5616.

NEW PREFAB FIREPLACE, ready for installation, $450. 489-6866.

GAS RANGE & HOOD, $150; dishwasher, $75, avoc. 485-9100.

WOMEN'S LEATHER BOOTS, burgundy, sz. 5, like new, $20. 747-4752.

WANTED

LIONEL & AMERICAN FLYER TRAINS, any cond. 1-724-8011.

FOR RENT

5 ROOM HOUSE, NE, furnished, adults preferred, no pets, dep. req., $130/mo. 484-4938.

LAKE COTTAGE, fully furnished, w-pontoon boat. 493-3144.

SERVICE

CONTINUOUS GUTTERS & ALUM. SIDING, free est. 627-2858.

Elex Club January

9 - Elex Executive Committee meeting, 4:45 p.m., Bldg. 18-3 Conference Room.

24 - Elex Executive Board meeting, 7:30 p.m., Bldg. 18-1 Conference Room.

In memory

Edward F. Hines, 2009 Fairhill Road, died Dec. 29. He was a power shear operator in SMD, Building 4-4, prior to retirement in 1956.

Neva M. Nordyke, 6122 Southcrest Road, died Dec. 27. She was a head cook in the cafeteria, Building 16-1 prior to her retirement in 1961.

Otto F. Fackler, Ossian, died Dec. 23. He worked at SMD, Broadway, prior to retiring in 1967.

Delbert D. Thornburg, 119 Mechanic St., died Dec. 22. He was a specialist in requisition service and shop scheduling at GPM, Taylor Street, prior to retirement in 1975.

Edith M. Clevenger, 3012 Pittsburgh, died Dec. 22. She worked at SMD, Building 12-2, prior to retiring in 1968.

Bowling

Small Motor 12/14

Jim Weiks, Sr.	234
Arlen Patten	234
Steve Thomas	222

GE Office 12/19

Dave Peek	617
(232-214-171)	
Ed Hagadorn	222
Steve Scherer	212
Art Hartman	212

GE Office 12/26

John Hunnicutt	617
(192-200-225)	
Dave Rodewald	257
Val Budowski	233
Tom Schible	216
Dick Alfeld	211
Dave Knepple	211

Small Motor 12/26

Larry Franck	622
(196-203-223)	
Marlin Leininger	239
Kirk Baker	223
Hank Ahlersmeyer	217
Dave Knepple	215

Sunday Nite Mixers

Mary Kern	199
Helga Wickliffe	121
(triplicate)	
Maria Hughes	190, 535
Ann Huttinger	500
Cora Conrad	192, 503

Small Motor 12/21

Hank Ahlersmeyer	224
John Thurber	223
Jim Weiks, Jr.	217

General Electric News

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Great Values for January!

- T131E Deluxe Toast-R-Oven $39.99
- Pro 30E Deluxe 1400 Watt Blo-Dryer $14.99
- 3-5254 E AM-FM Stereo With Cassette Player-Recorder
- DCM 15E Brewstarter Auto-Matic Drip Coffeemaker $24.99
- DCM 10E Auto-Matic Drip Coffeemaker $19.99
- EDS3E Digital Electronic Scale $21.99
- 3-5238E AM/FM Cassette Recorder $35.98
- 7-4145E Deluxe AM/FM Table Radio $31.99
- Atari 1200E Computer Special Price $349.95
  Less Mail-in-rebate 100.00
  Net Cost $249.95
- Unitech AM/FM Car Stereo with Auto Reverse Cassette Only $69.95
- 3-Way Speakers only $29.96

YOUR EMPLOYEE STORE
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*ADLETS

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NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

☐ For Sale* ☐ Ride Wanted
☐ Wanted ☐ Riders Wanted
☐ For Rent* ☐ Lost
☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form **by noon Friday** for publication Thursday. You may submit only one adlet per issue of the **GE News. No more than 40 letters per Adlet, please.** Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

* The item(s) referred to in this ad are in no way connected with any business venture.

_____
Signature

GE offers new Pre-Retirement Planning Program

Employees over age 55 will be invited to participate in the new Pre-Retirement Planning Program for GE employees, said Barb Bugg, program director in Fort Wayne.

"We are mailing invitations this week to the first group of eligible employees, starting with the oldest," she said. "We estimate that over 800 will be qualified to participate over the next three years. It will be several months before we are able to make the program available to all those who are eligible."

The program consists of two all-day Saturday seminars at a Fort Wayne area hotel. "All costs are paid by General Electric, and participation is voluntary," said Bugg.

The first seminar is scheduled for Jan. 28 and Feb. 4.

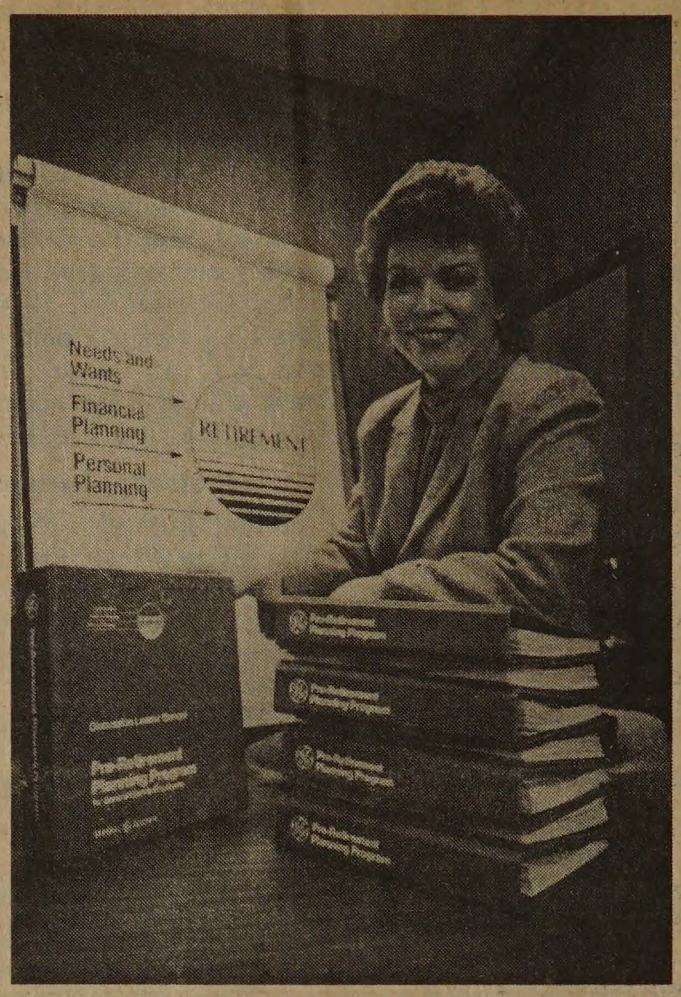
Spouses welcome

Employees are encouraged to bring their spouses. Single persons can invite another person with whom they share personal financial information.

The purposes of the program are:

- to make employees aware of retirement-related opportunities and identify ways to take advantage of them;
- to identify potential problems and ways to deal with them;
- to prepare a preliminary retirement budget;
- to make employees aware of retirement activity options.

"Retirement involves significant changes in GE benefits, personal finances, health considerations and lifestyles," noted Bugg. A 1979 study of GE employees by Columbia University indicated they could benefit from pre-retirement planning.



"It's never too early to start planning for retirement, but this program focuses on employees who have reached age 55. At that age, they are looking seriously toward retirement and still have time to take advantage of important financial opportunities," Bugg said.

Topics of the seminar will include:

- a personal assessment of retirement needs and wants;
- discussion of retirement income sources including the GE Pension Plan, Social Security, savings and employment opportunities;
- taxes and retirement expenses;
- estate planning;
- how to choose and use professionals for expert advice;
- personal planning for a more satisfying retirement.

Participants will be given the chance to develop their own preliminary retirement budget and make a personal assessment of their retirement expectations.

Participation encouraged

"People who attend will get as much out of the program as they put into it and will be expected to take an active role," said Bugg.

Bugg is not an expert in all areas covered by the program, but she has had special training from General Electric to conduct the seminars. Experts on special topics like Social Security and health will participate in the program.

"It is not the intent of this program to prescribe a retirement plan for employees," she emphasized. "The purpose is to help employees plan knowledgeably for themselves."

As other employees reach age 55 in future years, they, too, will be invited to participate in pre-retirement planning.

"This is a new and ongoing GE benefit," said Bugg.

Former SMD marketing manager

Rhoades named CSD general manager

Guy F. Rhoades has been named general manager for the Components Sales Department headquartered in Building 18-5. His appointment was announced by Bill Fenoglio, vice president and general manager of the Component Motor Division, and was effective Jan. 1.



Guy Rhoades to head CSD

At SMD since 1978

Rhoades moves to his new position from Specialty Motor Department where he has been manager of marketing since 1978.

A native of South Dakota, Rhoades joined GE in 1959 on the Technical Marketing Program. He held numerous marketing and engineering positions with the General Purpose Motor Department prior to being named district manager for CSD's Erie District in 1974.

Rhoades received a bachelor's degree in electrical engineering from South Dakota State University in 1959. He and his wife Sandy have two children.

GE, Franklin settle lawsuit

General Electric Company has concluded settlement of a lawsuit it filed one year ago in the Fort Wayne Division of the United States District Court against Franklin Electric Company of Bluffton and one of its officers.

Also named in the suit was Robert Duras of Fort Wayne, a former GE employee employed by Franklin as a consultant. The suit had charged the defendants with misappropriation of GE trade secrets and confidential information. Franklin competes with GE in the manufacture of electric motors.

As the result of the settlement, GE will discontinue further legal proceedings.

The settlement agreement provides payments to GE substantially exceeding its investigation and legal expense, and other non-monetary relief against the defendants.

W-2 tax forms coming Jan. 20

GE employees can expect to receive their W-2 forms on Jan. 20. These forms are necessary for filing 1983 personal income tax returns.

Since Jan. 20 is a Friday, salaried employees will receive their W-2's in their paychecks. Hourly-paid employees also will receive their W-2's on Jan. 20.

S&SP 'payout' begins this week

Employees who participated in the Savings & Security Program in 1980 began receiving their "payouts" this week.

Here is the distribution schedule for securities and cash from the 1980 Holding Period:

GE stock certificates - Jan. 3: Important notices about safekeeping and redemption of stock are enclosed in the mailing. The stock may be redeemed at any time through the GE Stock Redemption Program to save brokerage fees. The stock may also be sold through a stockbroker. For employees due to receive only a fraction of one share of stock, the fraction will be retained in S&SP, and no certificate will be issued.

Checks - Jan. 3: Only participants who were investing their company matching payments in U.S. Savings Bonds in 1980 are scheduled to receive checks. The checks result from there not being enough savings cash available to purchase a whole bond.

U.S. Savings Bonds - Jan. 9: Bonds purchased with employee contributions will be mailed separately from bonds purchased with company matching payments. This is because the two are treated differently for tax purposes. **The cards enclosed with each envelope contain important tax information and should be kept with their respective bonds.**

Long Term Fund and Mutual Fund Statements of Account - Jan. 11: These statements will contain information on the number of book units owned and important tax information. They can also be used for redeeming book units, for changing the method of payment of the annual distribution of earnings and also for changing address information.

Participants who had 1980 Holding Period savings in the HP Fund will own LT Fund units. The statement they receive will show the number of LT Fund units purchased with HP Fund savings.

Have you moved?

Each year a number of S&SP payouts are not deliverable because participants moved and did not change their addresses. If you do not receive your securities by the end of January, contact Winnie Dixon, Ext. 3270.

General Electric News

JANUARY 12, 1984 — FORT WAYNE, INDIANA — VOLUME 66, NO. 2

PERIODICALS RECEIVED ... 1984 FORT WAYNE INDIANA PUBLIC LIBRARY

Today's top stories

- *Badge system, page 4*
- *Disability benefits, page 2*

Commercial & Industrial Motor Dept. established

GPM, SAC combined to improve competitive position

General Electric is acting to improve its competitive position in the commercial and industrial motor markets by combining the company's Small AC Motor Department (SAC) of Hendersonville, Tenn., and the General Purpose Motor Department (GPM). The reorganization will result in the establishment of the new Commercial & Industrial Motor Department (C&IMD). The change is effective today.

Momot named general manager

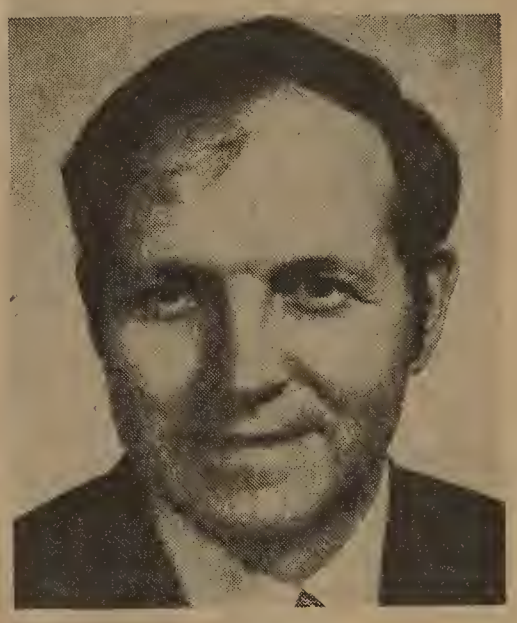
David E. Momot has been named general manager of the Commercial & Industrial Motor Department. His appointment was announced by **William R. Fenoglio**, vice president and general manager of the Component Motor Division (CMD). Momot will report to Fenoglio and will continue to be headquartered in Fort Wayne. He is currently general manager of GPM.

Fenoglio said C&IMD is being formed to improve GE's capability to serve the more than 5,000 customers who buy commercial and industrial electric motors from the company. "Both SAC and GPM are sound businesses. Through a single product department structure we will strengthen our service to motor customers in the many markets that are now shared between SAC and GPM," Fenoglio stated.

Fenoglio noted that SAC and GPM share a common base of customers in the original equipment manufacturer (OEM) and user markets. The departments also have many common customers in their distribution networks. "The combination of SAC and GPM will provide us new opportunities in these markets. Customers will be able to draw on the combined strengths we will have in product development, manufacturing technology, and systems for improved service and value," he said.

Market approach strengthened

"This change is consistent with GE's increased corporate emphasis on strengthening our marketing approach in all product lines. The new Commercial & Industrial Motor Department will make it easier for customers in these motor markets to do business with GE," Fenoglio said. He added that the streamlined management structure will lower base costs and provide for more consistent and effective decision making.



Dave Momot to head new department.

Staff managers have been named for the new department. Appointments include: **Frank C. Kurung**, manager of manufacturing; **David E. Momot**, acting manager of marketing; **Thomas H. Dickson**, manager of finance; **Thomas A. Evans**, manager of advanced technology and engineering; **John D. Hofmeister**, manager of employee relations; **William R. Carew**, San Jose Motor Plant manager; and **Paul H. Eichman**, systems manager.

Larry J. Bucklin, SAC general manager, has been appointed general manager of the Motor Projects Department, reporting to Fenoglio. Bucklin will be responsible for integrating CMD's facility consolidation and organization restructuring programs, including the combination of SAC and GPM.

Department strengths combined

The C&IMD organization structure will be determined over the next several months. "The combination of SAC and GPM is a complex undertaking. We want to take time during 1984 to be sure that we properly assimilate the strengths of both departments in organizing and staffing the new C&IMD organization," Fenoglio said.

The merger of SAC and GPM will result in the combination of 25 to 30 management positions. The company expects to minimize the effect of these combinations through transfers to other assignments in

See GPM, SAC — Page 4.

Meetings will explain Deferred Pay Account

Complete details on how GE employees can reduce their current income tax by using the Savings & Security Program's new Deferred Pay Account will be given soon in special meetings for all employees.

Chuck Welch, John Peirce, Dwight Mosley and Ed Stratton will conduct these meetings in late January and February. They recently attended a company seminar to obtain the information employees will need before making enrollment decisions.

That seminar in Princeton, N.J., provided answers to employee questions and a lot more information about this government-encouraged tax shelter.

DPA for everyone

"Many people think that tax shelters are only for rich people," said Peirce, manager of employee communication in Fort Wayne. "But the new Deferred Pay Account is really a working person's tax shelter."

Speakers at the seminar pointed out that deferred-pay plans are gaining in popularity throughout the country. GE is one of the first companies with a large number of hourly-paid employees to make a plan available to all employees, regardless of their jobs or pay rates.



These four employee-relations representatives will conduct all-employee meetings on the new Deferred Pay Account of the Savings and Securlty Program. From left are Ed Stratton, professional relations specialist at GPM; Dwight Mosley, employee relations specialist at CPTO; John Peirce, manager of employee communication; and Chuck Welch, manager of communication and relations planning.

Depending upon an individual's circumstances, the Deferred Pay Account can:

- increase take-home pay,
- reduce current income taxes and probably save on total income taxes over the long term,
- build sizable savings for use during retirement, and
- be withdrawn in full if an employee leaves GE before retirement.

"Employees who are thinking about investing in an Individual Retirement Account (IRA) may want to consider investing in the Deferred Pay Account instead," said Peirce. "Both are tax shelters, but the GE plan has two main advantages: an immediate reduction in income tax deductions and 10-year averaging on lump-sum withdrawals. We plan to compare investment alternatives such as these during the meetings."

There will be time to answer employee questions at the presentations.

After attending a meeting, employees will receive an information package about the Deferred Pay Account and an enrollment form.

The plan's effective date is March 1. This means paychecks received on and after that date will have less federal income tax withheld if the individual has enrolled in the DPA.

Enrollment forms will need to be turned in to payroll accounting by Feb. 20 to affect employees' first paychecks in March.

LTD Insurance has paid Bob Bryan over $15,000

Bob Bryan never guessed he would not return to his tool bench when he left it Aug. 12, 1981. "I had been having trouble swallowing, so I made a doctor's appointment. I didn't even put my tools away because I thought I wouldn't be gone long."

That same night Bob was sent to the hospital where it was discovered he had a malignant tumor on his esophagus. Surgery followed about a week later with removal of about 60% of his stomach. In the first weeks after surgery, Bob's case looked pretty bleak. His kidneys failed, which made him rely on dialysis treatments for several weeks to keep him alive.

Probably the most observable change in Bob was his weight loss. "I went from 220 pounds before surgery to 150 pounds in just 54 days."

Couldn't happen to him

Bob had 37 years of service with GE and never "believed anything like that would happen" to him.

The hospital and doctor bills totaled $48,000, all but a few hundred dollars of which were paid by GE's medical insurance. "There was no problem with that at all," he said.

But it soon became obvious that Bob would never be able to work again.

"I don't know what I would have done without LTD (Long Term Disability Insurance Benefits)."

Bob feels he was "lucky" he signed up for the Long Term Disability plan when it was first offered to hourly employees. "I never thought I would use it, but I signed up for it."

LTD pays up to ½ of wages

The 57-year-old former bench machinist is still receiving LTD benefits, which pay him one-half of his former GE earnings each month. Those payments began 26 weeks after he left work, when his GE weekly Sickness and Accident payments ended.

"And they're real prompt with the payments. You can always count on them," he said.

Disabled persons usually qualify for Social Security benefits after a year of disability, but Bob has been unable to qualify. He said Social Security officials see him as a "borderline case."

Under Social Security guidelines Bryan believes he might qualify if he were one inch taller or weighed slightly less.

"They've tightened up the Social Security disability insurance program. Since fewer people are qualifying for Social Security, it is putting more pressure on the insurance companies. It's giving them more disability claims," he said.

Bob is thankful for his LTD benefits. "If it wasn't for them, it would have drained all of my stocks, war bonds — everything. My wife Ruth and I would have been in bad trouble."

Since February 1982, Bob has received over $15,000 from LTD Insurance benefits.



Bob Bryan proudly shows one of the collections which fill his time — date nails collected from railroad ties. He also collects barbed wire (he has one piece from 1868), insulators from telephone poles and many other unusual things. LTD insurance has kept Bob and his wife Ruth going financially since February 1982.

Bob elected optional retirement from GE last spring and receives a monthly pension check in addition to LTD benefits. Several unusual hobbies and collections fill his time now. He would like to be more active and go "mushrooming and things like that," but he can't. "I get dizzy and have to sit down.

"Some days I feel I would whip the world, but then I get tired easy and have to sit down," he said.

But all of the illness hasn't affected his attitude. "The days just breeze by. I just don't know where all the time goes," he said with a smile.

Here are some basic facts about GE's LTD Insurance

Here are some important points to remember about Long Term Disability Insurance for hourly employees:

- Benefits start when you have exhausted your Weekly Sickness and Accident benefits.
- The monthly amount you receive from LTDI is reduced by the amount you receive from: Social Security, Workers' Compensation or or similar laws, disability benefits of the GE Pension Plan and disability benefits received under any government laws. LTDI ensures that the total you receive from all these sources and from LTDI will equal 50% of your normal monthly pay.
- You are guaranteed to receive at least $50 a month from LTDI — no matter how much you receive from other sources.
- Social Security normally does not pay disability benefits until you have been disabled for one year. At that point, however, Social Security may make retroactive payments beginning with the sixth full month of your disability. If this occurs, a retroactive adjustment is also usually necessary in the amount already paid out under LTDI.

An example

Here is an example to show how LTDI works with Social Security to provide the specified level of benefits:

Assume your normal earnings are $1,500 a month. When Weekly Sickness and Accident benefits run out, LTDI will ensure that you receive half that amount, or $750 total from all sources listed above. Here is how monthly LTDI would be figured:

If Social Security pays:	LTDI will pay:	For a total of:
-0-	$750	$750
$500	$250	$750
$750	$50 (This is the LTDI guaranteed minimum)	$800

What others are saying about disability insurance

For most people, their most valuable financial asset is their ability to work.

That's why long-term disability insurance can be so important to a working person. It pays income when an employee can't work for long periods due to illness or injury.

What you could lose

For instance, what would a person 40 years old and earning $20,000 a year stand to lose from a total disability? If the person expected to work until age 60, they would lose a total of $400,000 of income over that 20-year period — even if they never received another raise.

Here is what different personal finance columnists and publications have said recently about disability insurance:

"The odds that you will be hit by a disability of long-term duration during your working years exceed the odds that you will die, particularly early in your career. Shocking as this may seem to you, the odds are 28.9% of 30-year-olds will be hit by a disability of at least 90 days' duration before age 65; 28.4% of 35-year-olds will suffer the same fate; and 27.8% of 40-year-olds will be stricken . . .

"If you ever collect disability benefits on a policy you pay for, the funds are non-taxable."

— *Syndicated Columnist Sylvia Porter*

Read company plan

"'More than 50% of workers don't have enough disability coverage under their company plan," says Robert Hunter, president of the National Insurance Consumer Organization. The Consumers Union Foundation says the numbers are even more dramatic: "Only about 20% of wage earners have long-term disability insurance, and even then they may not have enough protection . . .'

"Your first step is to read your company plan . . .

"Keep in mind that Social Security benefits are payable only if you are unable to work at any job and if the disability is expected to last at least a year."

— *USA Today*

Recommended by experts

"The last thing young and healthy wage earners may want to think about is buying more insurance . . . If they have no dependents, they are quick to add that it is senseless for them to buy more insurance.

"There is, however, one type of insurance that receives little attention from consumers and that experts recommend for most wage earners. It is long-term disability insurance . . ."

Peter Kerr, personal finance columnist for the New York Times

Horn named editor of GE News

Karen Horn has been named editor of the GE News. She replaces John Peirce who has been promoted to manager of employee communication and staff relations programs.



Karen Horn to edit GE News.

Horn comes to GE from Kendallville where she has been director of publications and a high school English teacher at East Noble Schools for over 12 years. For the past four years, she also ran her own photography business while teaching fulltime.

She earned a Master of Science degree in educational administration from Purdue University and a Bachelor of Arts degree from Manchester College.

"Working for a large company in communication has been a goal of mine, and GE certainly appears to be a good company with an outstanding reputation in communication. All the people I've met seem to be happy to work for GE," Horn said.



705 series

Brent Cleveland, who works at the GE Club bowling lanes, rolled a 705 series late in 1983, one of the handful of 700 series ever bowled there. Frank Matthews rolled a 720 in the 1948-49 season for the lanes record. Cleveland rolled games of 234, 267 and 204.

Richard Bobay retires



Richard P. Bobay retires with 29 years of service. He started as an assembler in the Appliance Component Department in Louisville. He retires from a wire reel repair assignment at CPTO Wire Mill, Taylor Street. "GE is a good place to work. I am going to see my grandchildren and make more leather and take it as it comes."

40 years of service



Ruth Davis
SMD, Bldg. 31

It's time to turn in '83 medical, dental claims

Although it is always to employees' benefit to turn in medical claims immediately, the deadline for turning in 1983 medical claims is June 28, 1984. Claims should be submitted to the medical claims office at Winter Street.

Rick Helwig, manager of insurance claims disbursements, also reminds employees that dental claim forms are to be mailed directly to Connecticut General Life Insurance, whose address is on the form.

Change form required for higher S&SP match

Participants in the Savings & Security Program who are eligible to receive their first payout this month may elect to increase their basic savings rate to 7% of pay. The higher savings rate increases the company matching payment to the maximum 3-1/2% of pay.

The change is not automatic. Eligible employees who wish to increase basic savings to the maximum 7% must fill out an S&SP change form. Forms are available in employee relations offices.

Adlets

FOR SALE

QUARTZ HEATER, 1,400 W, used twice, like new, $15. 485-9244.

MAN'S LONDON FOG TOPCOAT, sz. 42R, lt. beige, $55. 456-5972.

'76 FORD GRAN TORINO, 4 dr., cruise, auto, air, 351, ex. cond., call aft. 5 p.m. 627-3132.

THREE PIECE SECTIONAL, bwn tweed; 2 wall-away recliners. 484-8438.

23" GE COLOR CONSOLE TV, call aft. 5:30 p.m. 747-2135.

SNOW TIRES ON RIMS, 2, Sears Dynaglass XST, G78-14, $35 ea. 484-9497.

10-SPEED BICYCLE, good shape; Chev. whls & tires, 15". 456-7922.

CUSTOM BMX RACER; '68 VW Bug. 485-1119.

FOR RENT

ONE BEDROOM APT, large, $220/month, util. furn., near College St. gate, call before 2:30 p.m. 422-3832.

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Bowling

Small Motor 1/4/84	
Will Doehrmen	610
(166-257-187)	
Hank Ahlersmeyer	224,212
Mel Guillaume	217
Dave Baller	215
Jim O'Bryan	212
Larry Franck	212
Ron Cox	211

GE Office 1/2/84	
Larry Elwood	277
Dave Knepple	226
Don Hitzeman	215
Marv Rutz	213

Elex Club - February

1 - Second shift Elex Club Executive Board meeting, 1 p.m., Building 18-3, room 311.

6 - Educational program — oil painting class, 6 p.m., Building 18-1, conference room.

7 - Elex Club reservations due for the Feb. 13 bingo and supper.

7 - Educational program — oil painting class, 6 p.m., Building 18-1, conference room.

9 - Elex Club reservations due for the Feb. 16 luncheon and bingo.

13 - Elex Club supper and bingo for Elex members only. Supper catered by the Venice Restaurant and served from 5 to 5:45 p.m. Menu: Lasagne, Greek salad, Italian vegetables, cherry pie, rolls, coffee and milk. Tickets $4.25.

15 - El-Par Chapter, 11:30 a.m., Senior Citizens Center, 233 W. Main St.

16 - Elex Club luncheon and bingo for Elex members only, 11:30 a.m., Hobby Ranch House, 3204 N. Anthony Blvd. Menu: 1 pc. chicken, 1 pc. ham, tossed salad, baked potato, assorted pies, rolls and beverage. Tickets $4.50.

20 - Elex Executive Committee meeting, 4:45 p.m., Building 18-3, conference room.

22 - El-Par Executive Board meeting, 9:30 a.m., Charky's, 1329 W. State St.

23 - Educational program — "The Effects Of Color On Our Lives" by Dodie Aeschliman, color consultant from Colors For Life, 6:30 p.m., for Elex Members only in the Building 18-1, conference room.

28 - First shift Elex Club Executive Board meeting, 7:30 p.m., Building 18-1, conference room.

In memory

Vivian Curran, 405 W. Concord, died Jan. 4. She was a claim approver at the medical insurance claims office, Winter Street, prior to retiring Jan. 1, 1984.

Walter J. Best, Jennings, Ohio, died Jan. 3. He was a mold and die maker at GPM, Building 19-4, prior to his retirement in 1957.

Howard F. Montooth, Lima, Ohio, died Jan. 3. He was an industrial truck driver at GPM, Taylor Street, prior to his retirement in 1969.

Ira E. Dennis, Cromwell, died Jan. 1. He was a guard at East Broadway prior to retiring in 1980.

Dannie E. Hill, 1516 Tillman Road, died Dec. 28. He was a first class mason at GPM, Winter Street, prior to retirement in 1972.

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☐ Wanted ☐ Riders Wanted
☐ For Rent* ☐ Lost
☐ Free ☐ Found ☐ Service

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6 technical experts receive Steinmetz awards

Six GE technical experts have been honored for their professional excellence by their selection as 1983 winners of the Steinmetz Awards. They received this recognition recently at ceremonies at company headquarters in Fairfield, Conn.

A new feature of the Steinmetz Awards Program has been announced. As added recognition for their achievements, the winners received approximately $5,000 in GE stock and funds to cover related income tax on the stock.

This additional financial award also has been made retroactive to all former Steinmetz Awards winners. The award of stock is intended to strengthen the honor of the Steinmetz Awards and emphasize the company's dedication to technical excellence.

Technical experts

The six winners for 1983 are technical experts in fields ranging from x-ray technology to computer simulation.

The award was created in 1973 in honor of Charles P. Steinmetz. He was the GE electrical engineer who achieved fame as the mathematical genius of the early electrical industry. The awards are presented at two-year intervals to leading GE engineers and scientists in recognition of their outstanding contributions to the company and to society.

With this year's selection, 55 Steinmetz Awards have been granted since the beginning of the program. As a continuing highlight of the program, GE made a $10,000 contribution in each winner's name to the college of their choice for "the furtherance of education in engineering or science."

The company has contributed more than $300,000 in total to colleges and universities as part of the program.

In his remarks at the ceremonies, GE Chairman Jack Welch stressed the importance of the continuing effort to give General Electric's exceptional people and their ideas a chance to grow.

"Our main goal is to expand the climate for excellence — to get more and more people to do what even they thought they couldn't do," he said.

"Technology is at the heart of this challenge," Welch continued. "We embrace the long-range imperative of R&D (research and development), and we're stepping it up."

This year's Steinmetz Award winners are:



• **Dr. Joseph S. Armijo**, San Jose, Calif.; (Power Systems Sector) who was chosen for contributions to nuclear fuels and materials technology for boiling water reactors. He has made key contributions to the invention, development and commercialization of barrier fuel.

• **Dr. W. Marvin Bunker**, Daytona Beach, Fla., (Technical Systems Sector) for his role in transforming computer graphics into a major GE business. He is responsible for making computer-generated imagery cost-effective and practical for simulation systems now used worldwide to train pilots and vehicle operators.

• **Thomas E. Jenkins**, Louisville, (Consumer Products Sector) for his many and impressive inventions that have had considerable impact on General Electric's appliance business and the consumer. A prolific inventor, he holds 46 U.S. patents, more than half of which are in production today. His $10,000 grant will go to the University of Kentucky in Lexington, Ky.

• The late **John F. Klapproth**, Cincinnati, (Aircraft Engine Business Group) for his technical achievements and innovations in the field of turbomachinery aerodynamics and acoustics. Klapproth, who died August 5, 1983, was widely recognized as a leader in the area of high-speed compressors, and his early research had a significant impact on all turbofan and turbojet engines.

• **Keith W. Klein**, Plainville, Conn., (Services and Materials Sector) for creativity and technical leadership in generating highly producible, cost-effective designs that have contributed to the growth and success of the company's distribution equipment business. He holds 52 U.S. patents that form the basis for several key families of GE power distribution products.

• **Robert J. Mueller**, Milwaukee, (Technical Systems Sector) for wide-ranging design innovations in medical x-ray technology. His engineering contributions to x-ray equipment have become, in many instances, the standard industry configuration used by all major manufacturers.

Badge system starts Monday

The two-week transition period for the new employee badge system will begin Monday. It will run through Jan. 29.

Employees will be required to display their badges to security officers before entering GE facilities. **Employees who come to work without their badges during the two-week transition period will be allowed to enter the GE facilities after signing in.**

While on GE property, employees will be required to wear their badges visibly on their person.

Employees entering the facilities in vehicles must display both a valid badge and an appropriate parking sticker.

For employees who lose their badge, there will be a $2 charge to obtain a replacement. No charge will be made for replacement of a damaged or worn-out badge.

Beginning Jan. 30, the badge system will be in full operation. Employees who arrive at work on or after that date without a proper badge must provide a suitable alternate form of identification. At that time, the security officer will verify that the employee is currently on the GE payroll. After verification, the employee will be permitted to sign for a one-day badge and then be admitted to the facility. The temporary badge must be returned to the same gate location by the end of the day or end of the shift. Employees are expected to enter and leave the premises only through authorized gates.

Employees who have not had their badges made should contact the Central Employment Office, Ext. 3661, to make an appointment. Only one badge will be issued per employee.

'STAR' applications due Jan. 15

"STAR" Program applications are available now at employee relations offices in Fort Wayne. The deadline for returning them is Jan. 15.

Student and Teacher Achievement and Recognition Program (STAR) is a new program initiated by the General Electric Foundation to provide awards to selected sons and daughters of GE employees. The program will also recognize a teacher from the high school attended by each award recipient.

Up to 100 high school seniors will receive awards of $1,000 each to help them meet the expenses of continuing education. An additional $500 will be contributed to the school of each winner. Winning students will each select a teacher within his or her school who will suggest the use of the Foundation's grant to the school.

Dependent children of full-time employees and those who retired from GE are eligible. "STAR" winners will be determined by the student's academic record and extracurricular activities, including work experiences.

Winners will be notified about April 15.

Tool industry sees slow recovery

Although general economic indicators say the overall economy is on the rise, only slow recovery is being evidenced in machine tool orders.

General Purpose Motor and Specialty Transformer Department build products for that market.

According to **The Wall Street Journal**, one financial analyst said that although the nation's economy is lively, "that has not yet filtered through to the machine tool industry. It has a mind of its own."

Executives within the machine tool industry say the decline in orders was caused by the recession and a flood of imports. They say orders will not pick up significantly until the "capital goods part of the recovery gathers steam."

The industry also has been shaken because 40% of the machine tools in the U.S. are imports. In 1979 imports claimed only 21% of the domestic market.

GPM, SAC

(Continued from page 1)

GE, voluntary planned retirements, and normal attrition.

Production employees not affected

The reorganization does not affect hourly or salaried employees directly associated with Hendersonville or Fort Wayne production operations.

In addition to GPM's Fort Wayne operations, C&IMD manufacturing facilities will include SAC plants at Hendersonville, Tenn., Owensboro, Ky., and San Jose, Calif.; GPM plants in Indiana at Decatur, Linton, and Fort Wayne; and a GPM plant in Juarez, Mexico.

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General Electric News

JANUARY 19, 1984 — FORT WAYNE, INDIANA — VOLUME 66, NO. 3

Reorganizations prepare businesses for challenges ahead

One thing is sure about GE businesses in Fort Wayne these days — they're not standing still.

The consolidation last week of the General Purpose and Small AC Motor departments into the Commercial & Industrial Motor Department is just one of many recent changes in the organization of these businesses. If you're having trouble figuring out where you or the person across the aisle from you fits into the scheme of things, perhaps the following overview will put recent events in perspective.

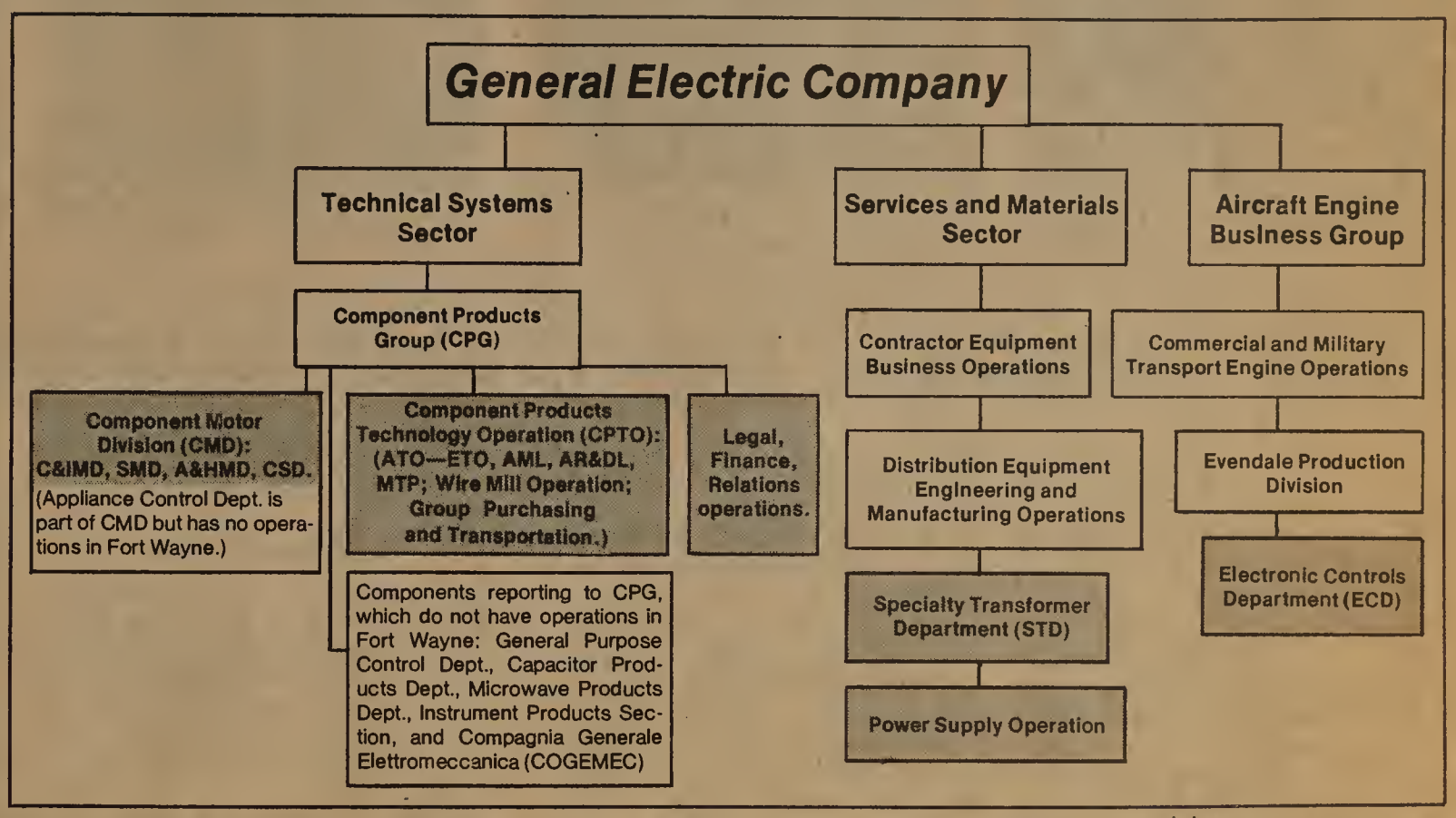
All motor manufacturing and related operations in Fort Wayne are part of the **Component Products Group** (CPG), headquartered in Carmel, Ind. Van Williams, GE senior vice president, is the group executive who heads CPG. The group includes:

- **The Component Motor Division** (CMD) is headed by Bill Fenoglio, vice president and general manager. He is also area executive for all Fort Wayne area GE businesses. Components of CMD in Fort Wayne include the **Commercial & Industrial Motor Department** (formerly GPM) operations at East Broadway, Taylor and Winter streets. This new department was formed to strengthen GE's marketing approach to motor customers shared by GPM and SAC. In announcing the combination of SAC and GPM, Fenoglio said one of the expected results is a streamlined management structure that will lower base costs and provice for more consistent and effective decision making.

C&IMD's small AC motor operation at East Broadway and 180-frame production at Winter Street are scheduled to be phased out of Fort Wayne over the next two years in a major effort to lower base costs resulting from excess manufacturing capacity. C&IMD also manufactures DC motors at East Broadway and 40- and 140-frame motors at Taylor Street.

The Appliance & Hermetic Motor Department's operation in Building 17 is part of CMD. As announced last November, this operation will be phased out beginning in 1984.

See ORGANIZATION — Page 4.



10 paid holidays bring 7 big weekends

The schedule for 10 paid holidays in 1984 will provide employees with four three-day weekends and three four-day weekends this year.

The holiday dates are as follows:

- New Year's Day — Monday, Jan. 2., three-day weekend.
- Good Friday — April 20, three-day weekend (substitute for George Washington's birthday.)
- Memorial Day — Monday, May 28, three-day weekend.
- Independence Day — Wednesday, July 4.
- Labor Day — Monday, Sept. 3, three-day weekend.
- Thanksgiving — Thursday, Nov. 22 and the day after Thanksgiving, Friday, Nov. 23, four-day weekend. (Friday substitutes for Election Day holiday.)
- Christmas Eve — Monday, Dec. 24, and Christmas, Tuesday, Dec. 25, four-day weekend.
- New Year's Eve — Monday, Dec. 31, (floating holiday). Together with the New Year's Day holiday in 1984, this will provide a four-day weekend.

Vacation Shutdowns announced for '84

After several months of consideration, two-and three-week vacation Shutdowns have been scheduled for Fort Wayne GE production operations in 1984 to match the needs of the different businesses.

Commercial and Industrial Motor (formerly GPM) and Hermetic Motor operations will have three-week Shutdowns from July 23 through Aug. 12 (fiscal weeks 30, 31 and 32).

STD, Wire Mill closed 2 weeks

Because their business needs are different, Specialty Transformer and the Wire Mill have scheduled two-week vacation Shutdowns from July 23 through Aug. 5 (fiscal weeks 30-31).

All Fort Wayne production operations will have a small "s" shutdown Dec. 26-28 between the Christmas holidays and the floating holiday, Dec. 31.

"At present, over 95% of our production employees in Fort Wayne have at least four weeks of paid vacation, and over 50% have at least five weeks of paid vacation," Bill McShain, manager of union relations, pointed out in making the announcement.

"In highly interdependent manufacturing operations like our motor plants, large amounts of vacation absences add to operating costs," he said. "Our Fort Wayne businesses are looking for every way they can to reduce costs to improve their ability to compete for orders. The concept of a three-week Shutdown has been considered in previous years as a way to reduce costs."

Efficiency, quality improved

With more vacation devoted to the Shutdown weeks, there will be fewer people taking vacation days when the factory is running. This helps reduce costs, because supervisors don't have to cover as many vacation days with overtime and/or with loaned employees not familiar with the job. Having experienced people work on their assigned jobs promotes efficiency and high quality, McShain said.

"Given our long-service workforce, the three-week Shutdown still provides a significant amount of discretionary vacation time for most of our employees," he said. "Those discretionary vacation days plus 10 paid holidays and Sick and Personal Pay days, when needed, allow time off with pay throughout the year."

He pointed out that STD has a greater emphasis on stock sales and an added measure of flexibility in its manufacturing process (compared to the Section 14 matching system, for example). For these reasons, STD is better able to serve customers and conduct efficient operations with a two-week Shutdown in the summer.

Helps business to compete

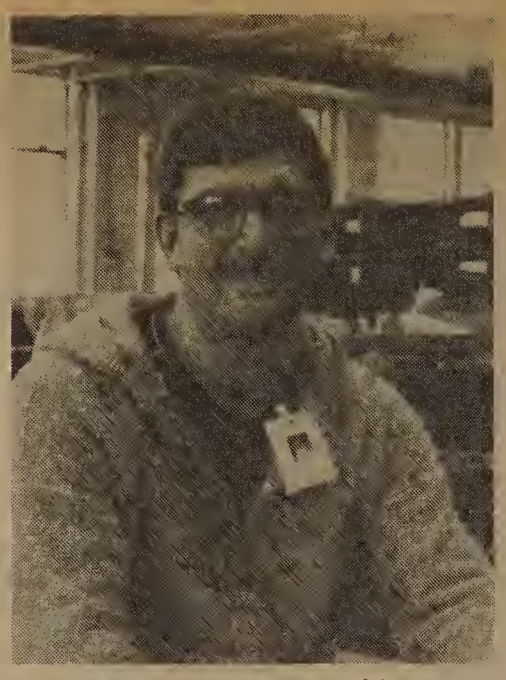
"Tailoring vacation schedules to meet the individual needs of our separate businesses will help them compete more effectively," said McShain.

Employees will be required to take their vacation during the scheduled Shutdown period. However, plant and section managers may approve exceptions to this schedule subject to the needs of the business.

The vacation Shutdown dates were announced in conjunction with the holiday schedule for 1984. (See related story on this page for those dates.)



Barb Baker, C&IMD, is saving her S&SP payout for long-term savings.



John Stiver, HMO, says his money has almost doubled in S&SP.



Jewel Lee, Winter Street, is helping to finance her son's education.



B.J. Miller, Taylor Street, has used S&SP for a house down payment.

S&SP 'payouts' distributed to employees

About 1,700 Fort Wayne GE employees received part of the $469 million distributed this month on the 22nd "payout" of the Savings and Security Program.

The securities and cash distributed were the result of employee savings and investments in S&SP in 1980. The end of 1983 marked the end of the three-year holding period for those investments.

This is the first time the annual payout has included units of the Long Term Interest Fund (one of four savings options).

The $469 million total payout figure includes securities scheduled to go into S&SP's Retirement Option Account (ROA). At the end of the three-year holding period, the savings funds are required to come out and be delivered to the employee or placed in the participant's ROA, depending on instructions from the participant.

Can switch 4 times annually

Participants in the ROA can also switch their investments up to four times a year (from stocks to bonds, bonds to stocks, etc.) simply by completing a form. This can be done anytime during the year.

Many now using the ROA intend to take advantage of the additional tax-shelter values of the new Deferred Pay Account which will be available soon. Employee meetings will begin the week of Jan. 23 to explain this new tax-shelter option.

Savings for retirement, major purchases, children's education and unexpected personal financial needs are among reasons employees cite for signing up for the savings program.

Used as long-term savings

Barb Baker, a cost analyst at C&IMD (formerly GPM) in Building 4-2, is receiving her second S&SP payout. She put part of her first payout in the ROA. Her plans are to continue using the S&SP program as "a long-term savings program." Barb chooses her investments so she can get as much interest as possible.

Her goal is to keep increasing her percentage of savings so the amount will "really add up." She now saves more than the 7% which is matched by GE.

Changed to HP Fund

John Stiver, a set-up person in HMO, Building 17-4, is using S&SP to save for his 5-year-old daughter's education. This is his third payout, and John is one of many employees who has changed his savings option since he has been involved in the savings plan.

He said, "The first time I bought bonds, but I changed to the HP Fund because it gives you more interest. Anytime you can get over 12%, that's a better investment. I started out with $1,100 in 1980, and with interest and the company's matching payment, my money has about doubled in three years."

Saving for college

Jewel Lee, a squeeze press operator at Winter Street, is saving for her son's education. He is a freshman at Franklin College, and she plans to help finance his education with the savings program.

Although Jewel has been at GE 19 years, she first signed up for the S&S Program in 1980. She wishes she "would have been aware of it earlier. It should be a tremendous help in putting my son through college."

Used for home down payment

B. J. Miller, an assembler at C&IMD, Taylor Street, is using S&SP to accumulate savings for the education of his four children. In the past he used a withdrawal to make a down payment on a house. Participants also can withdraw savings for education and serious financial emergencies without forfeiting the company matching payment.

"What I like about it is that you can take out the money for a major purchase like a new home without any penalty," he said.

B. J. plans to keep the U.S. Savings Bonds in his payout for his children's education. He likes bonds because they are backed by the U.S. government, and taxes are not payable on the interest earned until the bonds are cashed in.

Procedures given for redeeming securities

Redeeming securities from GE savings plans can seem complicated, but following these brief procedures outlined by **Walt Nielsen**, manager of payroll, can save a lot of problems.

GE S&S Mutual Fund units can be redeemed for cash by signing and mailing the redemption portion of the "Statement of Account." If the units are jointly owned, both owners must sign. The redemption form should be sent by first class mail to GE S&S Mutual Fund, P.O. Box 553, Schenectady, NY 12301.

GE S&S Long Term Interest Fund units also can be redeemed for cash by signing and mailing the redemption portion of the "Statement of Account." If jointly owned, both owners must sign. They should be sent by first class mail to GE S&S Long Term Interest Fund, P.O. Box 424, Schenectady, NY 12301.

Nielsen said that U.S. Savings **Bonds** received through GE plans should be redeemed through a bank.

GE common stock should be signed in the lower portion on the reverse side of the certificate. Joint ownership certificates must have both signatures. Certificates should be sent through registered mail to General Electric Co., Treasury Operations, Building 5-1E, Schenectady, NY 12345. (Common stock received other than through savings plans cannot be redeemed through the company. They must be handled through a bank or broker.)

Split stock certificates

Because of the split in GE stock last June, special attention needs to be given the following rules:

- **Regular** savings plans stock shares may be redeemed alone.
- Stock **split** shares **can't** be redeemed alone through the Stock Redemption Program.
- If you redeem any shares from your **regular** stock certificates, you must redeem an equal number of shares from the stock **split** certificates that match them. You won't be allowed to redeem your matching stock split certificates through the Stock Redemption Program at a later date.
- If the number of stock **split** shares being redeemed **doesn't** equal the number of **regular** stock shares, only the matching shares will be redeemed. A new stock split certificate for any remaining unmatched shares will be issued to you.

The base cost of the stock sold must be reported to the IRS for personal income tax purposes. Good records are needed. Employees should make sure they keep their Statements of Account which will tell them the base cost of the stock.

In sending certificates by registered mail through the U.S. Post Office, a value equal to 2% of the current market price of the shares being mailed should be used for insurance. (If there are 10 shares and the current price is $50, the value would be $50 x 10 x 2% = $10.) This is to cover the cost to replace the certificates if they are lost in transit.

The valuation of the stock or units is the closing market price on the New York Stock Exchange on the day the properly executed form is received in Treasury Operations in Schenectady. The check covering the market value of the securities being redeemed will be mailed within seven days of receipt.

Neilson emphasized the need to properly execute and mail securities submitted for redemption.

Rex Mericle approaches final frame of photo career

After 42 years of service and a quarter of a million photographs, one of Fort Wayne GE's best known employees, **Mahlon "Rex" Mericle**, is retiring at the end of this month. **John Hicks** will be GE's new photographer. He began the job Jan. 9.

Rex started at GE in 1941 in the Large Motor and Generator Department and worked as a stock helper for five years. He was then transferred to the technical services unit and has been an industrial photographer ever since.

"At some time everyone in the plant has been in front of the lens I've been behind," he said. In fact, Rex has photographed several famous people including former presidents Nixon and Eisenhower. He spent five days traveling with Ronald Reagan in the late 1950s when Reagan was making a goodwill tour as a spokesperson for GE.

He also boasts of meeting and photographing all of GE's top executives from Gerard Swope to Jack Welch.

Meeting people has been Rex's favorite part of his unique job. "In this job you must meet all kinds," he said. He considers all the people he has met his friends. "I always try to think of the other person as myself, and I try to treat them as I would want to be treated."

Pride in his work is important to Rex. "I've tried to use the medium of photography for best displaying General Electric — its logo, its people — all that GE stands for," he said.

GE good choice

Rex is looking forward to retirement, but he is happy about his association with GE. "Coming to GE was an excellent choice I made. It is one of the best managed corporations — if not the best — of its size in the world."

He is pleased with GE benefits, especially the pension plan; and he is complimentary of those who have worked to improve and explain employee benefits.

Beginning Feb. 1 Rex and his wife Maxine plan to do some work at home. They recently had a new garage built, and they plan to "finish putting things back into it."



John Hicks has returned to GE as the photographer to replace retiring Rex Mericle. Although part of Rex's job is to photograph all retirees, he declined to be photographed himself. He says he prefers being behind the lens.

Rex has been helping orient John Hicks to the job. A GE apprentice school graduate, John has 18 years of service with GE as a tool and die maker. He is returning now from about a year layoff.

"I live, eat and read photography," John said. His special interest is wildlife photography, something he spends his vacations doing.

He is glad to return to work and is especially happy to be a full-time photographer. "Photography offers a real good opportunity to get to know people. The better you know people, the better you know yourself. GE is a real good place to work — one of the best. I found that out when I was laid off," he said.

Warren Langmeyer retires



Warren M. Langmeyer retires with 42 years of service. He started as a helper in STD and retires as an enameler at the CPTO Wire Mill, Taylor. "I have no immediate plans. I plan to travel some and spend some time at Lake Pleasant and just take a day at a time."

Adlets

FOR SALE

WASHER & GAS DRYER, '74 Maytag, good cond., $100 ea. 456-1795.
DINING ROOM SUITE & TV-stereo entertainment unit, misc. items, all exc. cond. 447-6280.
MOON BOOTS, child's sz 10-11, new, $18, sell for $10. 446-8173.
SNOWMOBILE SLED, good cond., $115. 745-2513.
17' AIRSTREAM TRAILER, A-1 cond., make offer. 747-0997.
SNOW SKIS & BOOTS, reasonable. 484-4515.
REMINGTON STD. TYPEWRITER, ex. cond., $65; lady's & men's bowling ball & bag, $15. 747-3871.
'78 PONTIAC LEMANS, air, cruise, pwr, 33,000 act. mls, no rust, one owner. 693-2333.
'74 LINCOLN CONTINENTAL, loaded, ex., $1,500. 422-4006.
SILVERTONE FLUTE, recond., new LeBlanc case, $175. 623-6572.
MAN'S DIAMOND RING w-three stones, sacrifice for $1,500. 1-281-2231.
COVINGTON MEMORIAL GARDEN CRYPTS, 2, $1,800. 747-0846.
SKI-DOO BLIZZARD 5500, like new, call aft. 4:30 p.m. 749-5374.
'78 BLAZER, good cond., West. Plow 7-1/2', 1 yr. old. 484-8891.
TWO PLACE SNOWMOBILE TRAILER, semi-covered, call aft. 4:30 p.m. 749-5374.
KITCHEN TABLE & CHAIRS, like new, $20. 489-1064.
LAMPS, new, very nice, 1 pr., $100. 485-0102.
'73 VW FASTBACK, fuel inj., runs good, needs body work, $650. 485-2889.
TWIN BEDS w-springs & matt., chest, dresser, night stand, $240. 456-1795.
'70 STARCRAFT SNOWMOBILE, new track. 493-1431.
'78 KAWASAKI K2650, low mileage, new batt., $900 firm. 749-9483.
17 CU. FT. REFRIGERATOR, avoc.; Caloric gas range, bwn. 483-0107.
'78 KAWASAKI SNOWMOBILE 440 INTRIGER, very good cond. 747-5314.
AQUARIUMS, 2, 10 gal., $8 ea.; "Mission Impossible" cartridge for Vic-20, $8. 447-4751.
'71 BUICK WAGON, new tires, brakes, and exhaust, $450. 1-925-4637.

WANTED

LIONEL & AMERICAN FLYER TRAINS, any cond. 1-724-8011.
TODDLER CAR SEAT, good cond., reasonable cost, call aft 6 p.m. 1-691-3487.
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USED HOME COMPUTER. 484-4515.
METAL BREAD BOX DRAWER, for kitchen cabinet. 432-2734.
BOX SPRINGS, twin size. 456-4079.
HOME FOR MALE CAT, wht, good w-kids, has had shots. 432-4268.
TOOLMAKER TOOLS, in good cond., for college student. 1-824-1832.

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TWO BEDROOM APT., heat & appliances incl., $190 plus deposit. 489-6267.
REMODELED THREE BEDROOM HOUSE, 1-1/2 baths, 432 W. Masterson, parking. 747-2469.
HOUSE, 3-4 bedrooms, 2 baths, 2 car garage, 2008 Pauline. 747-2469.
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SERVICE

SWEETCAKES THE MAGIC CLOWN, live animals & more, fun for all ages and occasions 445-8453.
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CONCRETE CONSTRUCTION, basement repair. 446-5643.

Bowling

GE Office 1/9/84

Dan Lepper (205, 201, 203)	609
Steve Scherer	246
Dave Peek	239
Val Budowski	213
Keith Johnson	211
Don Hitzeman	210

Apparatus

Kevin Logan (233, 222, 201)	656
Steve Scherer (222, 213)	616
Charlie Shipman	222
Kelvin Murphy	221
Don Greenler	217
Ken Rogers	214, 213
Bon Clawson	210

Wed. Owl 1/11/84

Brent Cleveland (255, 221, 248)	724
Lonnie Padgett (234, 235)	663
Jay Miller (238)	639
Phil Mooney	232

Small Motor 1/11/84

John Segyde	215
Larry Franck	212
Ed Fischer	210

Tues. Afternoon Ladies'

Pat Volkert	544
Maria Hughes	521
Louise Young	169
Pat Volkert (193)	515

In memory

William F. Baulkey, 801 Florence Avenue, died Jan. 8. He was a punch press operator in STD, Building 26-4 prior to his retirement.

Harold C. Somers, 5330 Mexico Drive, died Jan. 8. He was a foreman at MTO, Wire Mill at Taylor Street prior to his retirement in 1982.

Ralph V. Beerman, 15057 Winchester Road, died Jan. 7. He was a lathe worker at SMD, Taylor Street, prior to retiring in 1971.

Walter R. Amacher, died Jan. 6. He was a tester at Building 26-1 prior to retiring in 1968.

Irma C. Knapp, 3920 Meda Pass, died Jan. 6. She was a stator injector at GPM, Broadway, prior to retirement in 1972.

Kenneth L. Kamphues, 4705 DeRome Drive, died Jan. 4. He was a set up and operate operator at GPM, Broadway, prior to retiring in 1973.

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INDICATE TYPE OF AD HERE:
☐ For Sale* ☐ Ride Wanted
☐ Wanted ☐ Riders Wanted
☐ For Rent* ☐ Lost
☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form **by noon Friday** for publication Thursday. You may submit only one adlet per issue of the **GE News. No more than 40 letters per Adlet, please.** Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____
Address _____ City _____
Home Phone _____ Bldg. _____

* The item(s) referred to in this ad are in no way connected with any business venture

_____
Signature

Marketing managers named at C&IMD, SMD

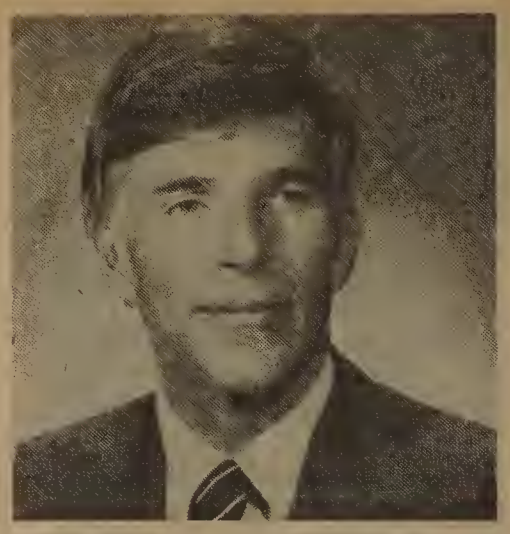
New marketing managers have been announced for two departments headquartered in Fort Wayne.

Terence J. Gautsch has been appointed manager of marketing for the Commercial & Industrial Motor Department (C&IMD). The announcement, made by Dave Momot, general manager of C&IMD, is effective immediately.

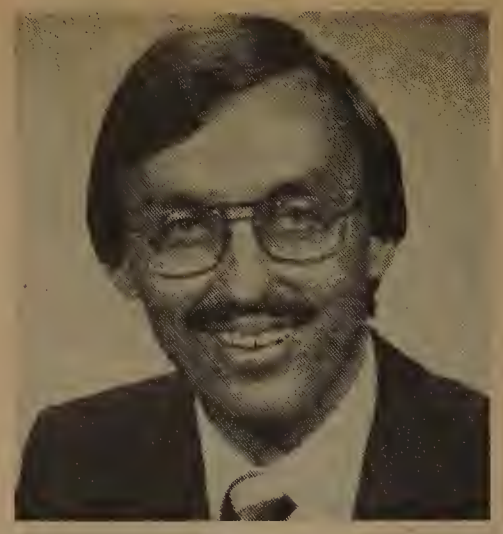
Gautsch is presently the manager of the Components Sales Department's field sales operation and is located in Fort Wayne. Prior to his present assignment, he was the manager of marketing at the Appliance Motor Products Department in DeKalb, Ill.

Previously, he had a variety of assignments in the Components Sales Department.

Gautsch holds a bachelor of science degree in electrical engineering from the University of Wisconsin. He is also a graduate of the GE Technical Marketing Program.



Terry Gautsch will manage marketing for C&IMD.



Steve Riedel will manage marketing for SMD.

Steven C. Riedel has been named manager of marketing for the Specialty Motor Department. Riedel's appointment was announced Friday by Roger Morey, general manager of SMD and is effective immediately.

Riedel replaces Guy F. Rhoades, who was recently appointed general manager of the Components Sales Department.

Riedel has been SMD's manager of engineering since September 14, 1981. He joined General Electric in 1970 as design engineer for General Purpose Motor and later became a sales engineer for that department.

He then moved to SMD as a product application specialist. Since he has been with SMD, Riedel has held managerial assignments in product planning, product service, and 39-frame product engineering.

A Fort Wayne native, Riedel received his bachelor of science degree in aeronautical engineering from Purdue University in 1968. He graduated from the GE Components Marketing Program in 1974.

Promotion Incentive bonuses likely to end in March or April

Cash bonus payments under General Electric's Promotion Incentive Program seem likely to end in March or April of 1984. This is the program begun in 1978 to encourage women and minority men to improve their work skills, seek promotions and perform satisfactorily in higher-rated jobs.

Originally scheduled to end on June 15, 1983, the program has been extended until the total bonus payments across the company reach $10.6 million. Corporate headquarters people now estimate that figure will be reached in March or April.

Under the Promotion Incentive Program, a bonus is paid when a woman or a minority man has completed the following two steps: (1) accepted a promotion to a job within a higher "work zone," and (2) reached the job rate on the new job, or has performed satisfactorily on the new job for six months. Some job rates can be reached in less than six months; others require a full six months.

Cal Keys, manager of affirmative action programs, pointed out that, because these steps must be completed before the end of the Promotion Incentive Program, some individuals who've been promoted recently may not meet the requirements before the Program expires. He said this is especially so if the promotion is to a job requiring six months to reach job rate.

"However, that certainly shouldn't stop anyone from trying to improve job skills because there are still considerable incentives — not the least being the extra income one might anticipate earning over one's working life."

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GENERAL ELECTRIC

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Prices for Indiana intangibles tax

For reporting intangibles tax on 1983 Indiana Individual Income Tax returns, here are the closing Dec. 31, 1983, prices to use:

GE Stock: $58.625
S&S Mutual Fund Units: $35.74
Long Term Fund Units: $10.38

These prices apply to securities owned Dec. 31 as the result of distributions prior to January 1984.

In addition, the "tax cost" for securities distributed this month under the Savings and Security Program and under the Savings and Stock Bonus Plan will be listed on the Tax Information Statement which will be mailed late this month.

Employees will need the "tax cost" in the future for reporting gains and losses for tax purposes. Tax Information Statements should be kept in a safe place for future use.

Payments reported to IRS

Employees should be aware that GE is required to report all securities payments to the Internal Revenue Service. A cross-reference by the IRS would show that an employee had received taxable securities.

Organization

Continued from Page 1.

The move is part of the consolidation plan to lower base costs to help GE's motor businesses compete against low-cost competitors with manufacturing facilities in the South and offshore.

Specialty Motor Department, with headquarters at East Broadway, has a new general manager, Roger Morey, and is marketing a new high-technology product, the Programmable Motor™, which was developed in Fort Wayne.

The Components Sales Department, which has a network of sales offices for motors and other component products across the United States, is headquartered in Building 18. CSD is the dedicated sales force for GE motors to distributors as well as for sales to original equipment manufacturers. Guy Rhoades is the new general manager of CSD.

• **The Component Products Technology Operation** reorganized in 1983 to place greater emphasis on development of new product and manufacturing technologies for the motor and transformer businesses it serves. The development of the new Programmable Motor™, that some say could revolutionize the motor industry, is just one of this operation's major responsibilities.

CPTO Manager Bill Ehner announced the formation in 1983 of the Advanced Technology Operation of CPTO, which includes the Applied Research & Development Lab (AR&DL), the Electronics Technology Operation (ETO), the Advanced Manufacturing Lab (AML) and the Motor Technology Program (MTP).

More jobs expected

CPTO also includes the Wire Mill, and the Group Purchasing and Transportation Operation in Fort Wayne. The consolidation of CPTO's Indiana motor magnet wire operations is expected to result in additional jobs at the Fort Wayne Wire Mill and continued investments in that operation. The centralization of purchasing in CPTO is continuing in an effort to lower the cost of procuring manufacturing materials.

• **Component Products Group** legal, finance and employee relations operations are also headquartered in Fort Wayne.

STD moved to CEBO

On Jan. 1, the Power Supply Operation became part of the **Specialty Transformer Department** (STD), and STD moved from the Component Motor Division to Contractor Equipment Business Operations (CEBO). This was in keeping with GE's efforts to better group product businesses in target markets, provide a dedicated sales force in each business and improve customer service.

STD will help CEBO provide a full product offering to customers in the construction market. STD transformers are used in office buildings, factories, hospitals and other construction applications.

Aircraft Engine moving in

Aircraft Engine Electronic Controls Department is expected to begin phasing in operations during the second quarter of this year, according to Dale Weaver, plant manager. GE will spend and invest about $62 million to move this business into the Taylor Street plant. This move is expected to add about 800 jobs over a three-year period.

As its name implies, these jobs will involve knowledge and skills in electronics assembly and testing. Employees "on the move" will be given first chance as openings become available.

NON-CIRCULATING

General Electric News

JANUARY 26, 1984 — FORT WAYNE, INDIANA — VOLUME 66, NO. 4

Market outlook brightens for motors, transformers

The market outlook for motors and transformers produced in Fort Wayne is expected to improve in the first part of 1984.

According to **John Earlywine**, manager of sales planning for the Components Sales Department, "Our customers manufacturing appliances finished 1983 well ahead of 1982 with the exception of room air conditioners." That was good news for appliance motor plants in the Appliance and Hermetic Motor Department, but not for the Hermetic Motor Operation which manufactures motors for the room air conditioner market.



John Earlywine of CSD predicts better markets for motors in 1984.

Housing starts predicted up 3%

Housing starts, up 63% in 1983, contributed to this upturn in the appliance motor market. The growth in 1984 is forecast to be up an additional 3%, which will maintain a strong demand.

Earlywine said the commercial and light industrial markets served by the Fort Wayne motor facilities typically lag the upturn in consumer markets. The commercial and industrial markets began to show improvement in the second half of 1983.

"As the recovery continues, we expect manufacturers will be increasing production, upgrading old equipment and, in some cases, building new facilities," noted Earlywine.

Non-residential construction, which dropped 7.5% in 1983, is forecast to be up 4.3% in 1984.

All of these upward predictions are positive signs for Fort Wayne motor operations.

Earlywine notes that even with this positive outlook, "most of our markets will not be back to the peak 1978-79 levels experienced prior to the recession.

"Our competitors are going to be aggressive. We must provide better quality, service and value to continue to insure our success in the marketplace," he said.

Don Kearns, manager of operational planning for the Specialty Transformer Department, said, "We're optimistic for 1984."

Specialty Transformer's markets in 1983 dropped to their lowest level in recent years. The demand was depressed for new industrial plants that use transformers in their power systems.

Production of machine tools and other industrial equipment hit recession lows last year. As a result, STD's factory schedules were adjusted in the fourth quarter to respond to the soft market and the need to reduce inventories.

But as factory utilization levels across the country approach 80%, Kearns sees the potential for improvement in 1984. He said, "In recent economic cycles 80% utilization has been a trigger for increased construction of new factories."

Transformer orders may rise

Equipment orders have risen the past few months, and that uptrend is predicted to filter through to transformer orders later this year. Kearns said STD's sales incentive program should encourage electrical distributors to buy more transformers to restock their shelves.

Production schedules for power supplies have firmed, but remain below their peak of early last year. No significant production level adjustments are expected through the second quarter.

Kearns said 1984 should show "gradually increasing production and a positive change from recent recession years."

Aircraft Engine to start operations in 1984

The Aircraft Engine Electronic Controls Department (ECD) expects to hire its first assembly and solder employees in April, Plant Manager **Dale Weaver** said this week.

Employees who are on the move from other Fort Wayne GE jobs will have the first chance at the initial group of about 18 jobs, he said. "The exact numbers and timing will depend on progress in establishing a training area. This first group of employees will receive about three weeks of full-time training, probably at Winter Street."

Site has been cleared

ECD will be located in the former site of the SMD, Section 15, manufacturing operation. That area of the Taylor Street facility has been cleared, and construction of required facilities has begun, according to **Jim Brenock**, manager of plant engineering.

ECD expects to employ about 800 people by mid-1986. The actual number will depend on Aircraft Engine's ability to win orders in a highly competitive business from their competitors, Pratt & Whitney and Rolls-Royce.

In 1984, ECD expects to hire a total of about 50 production employees — 18 in April, 17 more in July or August and 15 in October. Most of these will be assembler-solderers. The total ranks of **production** employees is expected to reach 450 by mid-1986. Employees who are on the move will have the first opportunity to qualify for these positions.

Job requirements differ

The ECD assembler-solderer jobs will require excellent color vision and good dexterity. The tester and test equipment builder jobs will require prior electronics training or experience.

Asked if college level training will be a requirement for any of the jobs, Weaver said, "It depends on where the individual wants to go in our business and how they want to get there. For the exempt-salaried technical positions and the hourly test and test equipment builder jobs, experience or courses in electronics will be essential.

"For exempt positions, the people who have electronics experience or training on their resumes are going to have a better chance of obtaining an interview for some of the higher level jobs than those who don't. The field of electronics is an exciting one, and we are looking for people who are experienced in and excited about the business. A person who hasn't studied electronics in the last few years doesn't know what state-of-

See AIRCRAFT, Page 4.



Jim Brenock, manager of plant engineeering, says preparations for the incoming Aircraft Engine business at Taylor Street are "progressing on schedule." He said a lot of relocation and construction activity will be starting next week and going on through April. The aircraft business is expected to begin its part of the move-in In April. Brenock credits SMD and Area Services workers with clearing out the Taylor Street facility on schedule.

Myrtle Keller 'couldn't believe' ROA payout

When Myrtle Keller retired with 16 years of service in July 1983, she had chosen to take her Retirement Option Account (ROA) money in one lump sum. But when she received the money, she was surprised.

"I couldn't believe how much had accumulated," she said. "I said to my husband Clarence, 'is this what I think it is? Did they make a mistake?'"

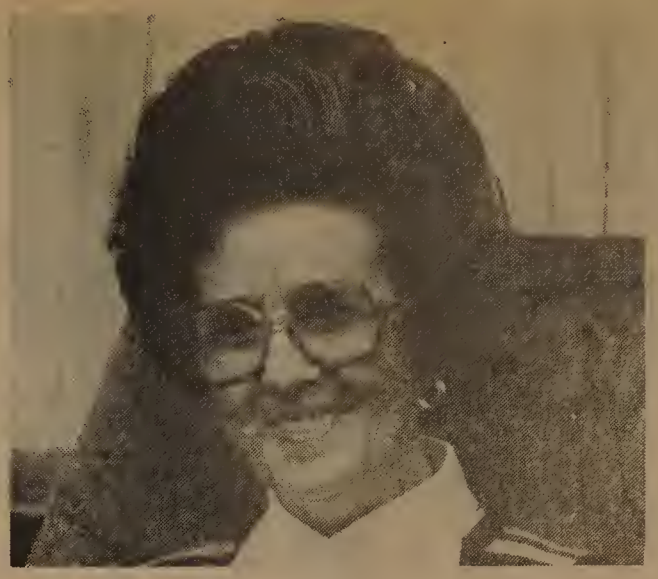
No mistake was made, and Myrtle says she would encourage other GE employees to sign up for ROA, too.

She enrolled in the Savings & Security Program when she started work. As soon as she qualified to get into the ROA program, she did.

Through the years, she said, "I had them take out of my paycheck the highest amount you could.

"When I was working, I didn't give much thought to the ROA or the money they deducted out of my check each week. It really wasn't that much — you really don't miss it that way."

Retirees who have chosen the ROA option can take their money in one lump sum after retirement or they can take it in annual installments. Taking their distribution in one lump sum allows participants to use 10-year income averaging on their taxes. (This special tax treatment is available to those who have been in S&SP five full tax years.)



Myrtle Keller was surprised how her ROA account had grown over the years.

Took lump sum at retirement

When Myrtle was planning for retirement, she chose the lump-sum option.

"You can always put it in the bank and draw interest," she reasoned.

All of her ROA money hasn't gone into the bank, though. "I paid off my car, and I helped some less fortunate people. I did travel some," she explained. The rest went into the bank "to draw interest."

The biggest comfort for Myrtle has been the security the money has given her. "It means a lot to have security," she said.

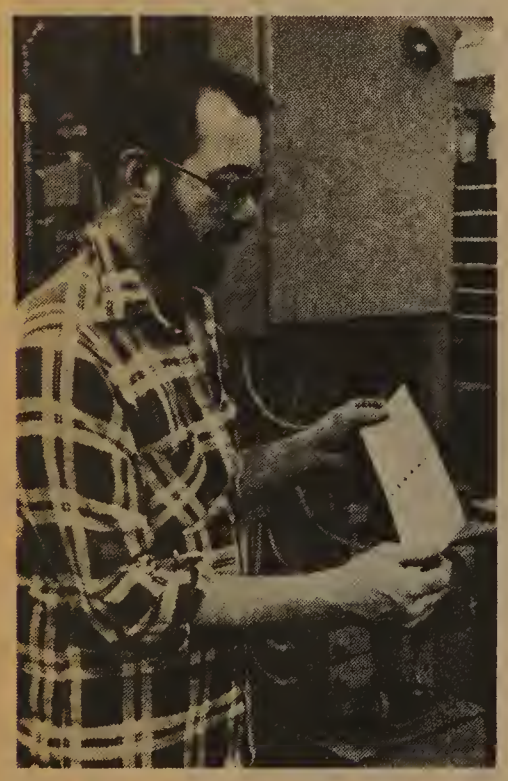
She also has the security from her U.S. Savings Bonds and GE stock certificates which she acquired through S&SP prior to retirement.

"I'm very glad I signed up for ROA. I would advise anyone working at GE to sign up."

ROA tax shelter account used by 25,000 in payout

The value of savings which participants put into the Savings & Security Program's Retirement Option Account (ROA) is steadily increasing.

More than $78 million was transferred into Retirement Option Accounts of S&SP participants across GE this month. Of the 115,000 employees involved in the payout, nearly 25,000 used the ROA feature. In Fort Wayne, S&SP participants have been heavy users of the ROA, said **Doyt Schaadt**, manager of personnel accounting and banking. "Many ROA users here are looking forward to using S&SP's Deferred Pay Account beginning in March when it becomes effective," he added.



Roger Gates, a "drop on" operator in Building 6-3, plans to use his W-2 form to study how his take-home pay could be increased with the new Deferred Pay Account option. Employee meetings about DPA will be going on during the next few weeks.

Schaadt said this is because of the following reasoning: The ROA has allowed employees to postpone income tax on the company's 50% matching payment. Also, the ROA has allowed participants to postpone tax on the earnings of securities bought with their own S&SP savings. Up to now, those earnings going into S&SP have been taxed before they go into the program.

- But beginning in March, the new Deferred Pay Account will give ROA users — and others — more tax savings. He said S&SP participants can save on taxes three ways:
- First, earnings going into the S&SP Deferred Pay Account won't be taxed until the account is paid out to the employee.
- Second, participants will continue to postpone taxes on their GE matching payment by keeping it in their Retirement Option Account. As a result, they'll have the equal of about 10½% of pay that won't be taxed until retirement — their 7% savings and the company 3.5% matching payment.
- Third, when participants receive their retirement payout they'll get very favorable tax treatment under current laws.

Many ways to use

Not everyone will want to put all of their eligible earnings into a DPA while keeping the 50% GE matching payment in an ROA. However, nearly every employee can make some use of these two "tax shelters," Schaadt said.

Schaadt offered this example: "You could put 2% of earnings into a Deferred Pay Account and put the other 5% eligible for GE's matching payment into basic S&SP. The company match can go into an S&SP Retirement Option Account at the end of the Holding Period. This way the employee could shelter 2% of their own earnings and all 3.5% of the GE matching payment from taxes.



Chuck Welch, manager of communication and relations planning, gave a presentation to employee relations and personnel accounting representatives last week. The purpose of the meeting was to provide them with information about the new Deferred Payment Account option so they can give answers to employee questions.

"They'd still be receiving a payout regularly. At the end of each holding period you will get the 5% you put into basic S&SP."

Comparisons with previous years seem to show that tax shelters such as the Retirement Option Account and Deferred Pay Account are increasing in popularity among GE people.

- $78 million of this year's payout went into ROA;
- Last year, it was $68 million.

Reasons for using ROA

The number of employees using the Retirement Option Account in this year's payout was 24,886.

Schaadt said the following reasons are given by many who use S&SP's ROA feature — and who plan to use DPA:

- Use of ROA provides a tax shelter for funds that might have increased the year's taxable income — DPA may offer an even greater tax shelter advantage.
- Investments placed in an ROA are flexible, since there are provisions for switching securities. (Almost the same provisions hold true for DPA.)
- Funds are available in specified hardship emergencies, such as for college education expenses and down payment on a primary residence. (DPA hardship withdrawals come after all other S&SP withdrawal provisions have been used.)



Retirees look forward to benefits



Bronson E. Miser retires with 43 years of service. He started in Building 26-2 as an assembler. He retires from STD as a quality control auditor. "One of the advantages of working for GE has been the excellent medical insurance. With so many interests and the Lord willing, I'm sure I'll be well occupied."



Vilas C. Bender retires with 42 years of service. He started in Building 17-2 winding stators. He retires from GPM as a set-up person in Building 4-5. "I can say I had a good career at GE and will miss my co-workers most. I hope to do things in a more relaxed manner."



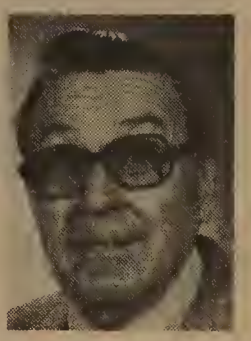
Carl E. Strong retires with 30 years of service. He started operating a drill press in Building 19-5. He retires as an engine lathe worker in Building 4-5. "I plan to travel, garden and take each day as it comes."



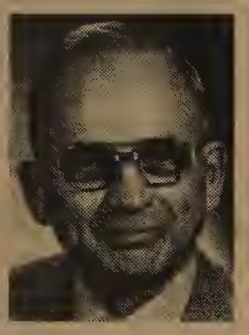
Howard D. Householder retires with 42 years of service. He started as a specialist in the apprentice school in Building 12-2. He retires as a stockkeeper in Area Services at Taylor Street. "Fishing, traveling, gardening and a little farming should keep me busy. Thanks, GE, for a fine retirement benefit. To all my co-workers over the years, you have been swell."



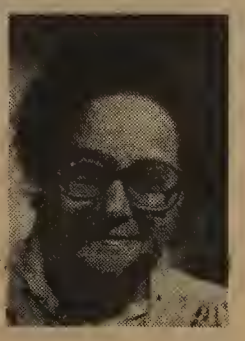
Russell F. Carter retires with 41 years of service. He started with the FHP Motor Department in Building 19-5. He retires from STD in the winding department in Building 19-1. "I am happy with my choice of employment made almost 42 years ago. Whatever I choose for the future, Christ will have His proper place in my plans."



Clifford L. Gordon retires with 18 years of service. He started as a lathe worker in Building 19-3. "I am thankful that I had the opportunity to work at GE. Its benefits have given me a feeling of security in the past, present and future. We are looking forward to doing some extensive traveling and enjoying life."



Lyle D. Harshbarger retires with 42 years of service. He started at the plating department in Building 2-1 on the wash-and-dry machine. He retires as an enameler at the Wire Mill. "GE has been a good place to work. I plan on enjoying retirement one day at a time."



Rosemary M. Ramirez retires with 31 years of service. She started working on the Kayser Winding Machine at Taylor Street. She retires as a tester in Building 26-3. "I hope to do some traveling and visit friends. The GE benefits have helped me when I was in the hospital. I enjoyed working here, and I made a lot of friends."

Others retiring on February 1 include the following: **Juaneta B. Demetre**, Power Supply Operation, Building 26-4; **Thomas E. Falls**, Power Supply Operation, **Robert J. Fritze**, GPM Winter Street; Broadway; **Mahlon "Rex" Mericle**, Photographer, Building 8-2; **Lloyd P. Miller**, GPM, Taylor Street; **Dortha E. Ramsey**, GPM, Building 4-5; **James A. Sumwalt**, Area Services, East Broadway; **Pondo K. Vlasheff**, GPM, Taylor Street; **Helen L. Zion**, Power Supply Operation, Building 26-3.

Pre-Retirement Program to begin Saturday

Pre-Retirement Planning Programs for employees over age 55 will begin Saturday, Jan. 28. The program consists of two all-day Saturday seminars at a Fort Wayne area hotel.

All costs for the program are paid by General Electric, and participation is voluntary.

Over 800 employees will be qualified to participate over the next three years. Employees over age 55 will receive invitations in the mail.

Barbara Bugg, program director in Fort Wayne, will be making the presentations.

Retirees meet monthly at Fort Myers, Fla.

GE retirees near Fort Myers, Fla., meet monthly at the Plantation, 2630 Cleveland Ave. at Hill Street, the first Friday after the 3rd of each month. Meeting dates for 1984 are 1 p.m. on Feb. 3, Mar. 9, Apr. 6 and May 4.

During the summer months they meet at noon. Those dates are June 8, July 6, and Aug. 3. The remaining meetings of the year will be at 1 p.m. They are Sept. 7, Oct. 5, Nov. 9 and Dec. 7.

Twenty-nine attended the group's January meeting. Retirees or employees visiting in the area are welcome to attend.

Adlets

FOR SALE

LOUNGER w-matching stool, blk & wht checked. 749-8445.
RANCH MINK STOLE, like new, $275, if new, $950. 749-2494.
CASE SNOW BLADE, 44". 623-3184.
ELDORADO SPORT COUPE, pwr, air, clean, priced right. 745-4128.
'81 OLDS 98, 4 dr. sedan, burg. leather int., 38,000 miles, $9,500. 447-2280.
BATHROOM VANITY; pantry cabinets; free-standing storage cabinet. 745-4128.
ANTIQUE SHOWCASES, 2, for display, $150 ea. or $250 both. 637-8407.
FOOT MASSAGER, like new, used 3 times. 485-5598.
CHERRY DINING TABLE w-4 chairs, $75, call aft. 6 p.m. 632-5792.
HAMMOND ORGAN — dbl keyboard, rhythm sec., 8 pedals, used 6 mos. 747-4745.
GAS FURNACE, 100,000 BTU, good cond. 447-1753.
'73 MUSTANG MACH II, good cond. 444-8243.
HAMMOND "124" SPINET ORGAN, home study course incl. 483-4396.
WESTBEND AUTOMATIC HUMIDIFIER, very good cond., $50. 747-3892.
80" DAVENPORT, bge., like new, $125; 3 yr. old color TV, $400. 424-7687.
SPACE HEATER, DuoTherm, $20; furnace, good, $30; 275 gal. tank, $15. 432-4793.
20" SNOW BLOWER, like new; antique hanging light fixtures. 745-1976.
433 YAMAHA SNOWMOBILE, best offer over $75. 432-3218.
MGA-TV, 21" console, remote, cost $900, used 35 hours, must settle estate, $450. 456-1795.
'71 CHEV. IMPALA, $150; '68 Chev. Mailbu, $300. 747-5531.
GE DRYER; exterior door plus frame. 749-1449.

WANTED

LIONEL & AMERICAN FLYER TRAINS, any cond. 1-724-8011.

FOR RENT

LARGE ONE-BEDROOM APT., util. furn., near College St., $220/mo., before 2:30 p.m. 422-3832.

SERVICE

INCOME TAX PREPARATION, CPA. 432-7100.
CONCRETE CONSTRUCTION, basement repair. 446-5643.

In memory

Shirley J. Barnhart, New Haven, died Jan. 17. She started as an assembler. Her final assignment was matching vouchers to motors at GPM, Taylor Street prior to retiring in 1983.

Alois J. "Bud" Buchheit, 1320 Margaret Ave., died Jan. 15. He began as a stock clerk and retired as a stockkeeper at Building 4, GPM prior to his retirement in 1973.

Clarence W. Watterson, 1203 N. Anthony Blvd., died Jan. 13. He was a stockkeeper at Winter Street, prior to retiring in 1965.

Myron D. Putman, Plant City, Fla., died Jan. 7. He was a repair and return worker at Broadway GPM, prior to retirement in 1974.

Bowling

Apparatus League 1/19/84

Vassle Tom	233
Mike Slater	223
Mike Lipp	214
Kevin Logan	213, 211

Sunday Nite Mixers

Virgil Hiatt	202
Jim Welks, Jr. (201, 222, 190)	613
Jim Schwartz	217

GE Office 1/16/84

Dave Rodewald (224, 167, 245)	636
Ed Boone	242
Bob Lehman	240
Dave Locker	244
Bob Heniser	230
Dan Lepper	215
Walt Rieger	213
Val Budowski	212
Larry Elwood	211
Brent Cleveland	211
Tom Schible	210

Small Motor

Kirk Baker (234)	600
Will Doehrman	241
Ken Haentfling	212

Seniors League

Scudder Chaney	225
Ansel Black	222
Dick Tholen	211
Eleanor Gligor	191
Gertrude Wheat	189
Helen Letts	188

Small Motor 1/18/84

Kirk Baker (234)	600
Will Doehrman	241
Ken Haentfling	212

***ADLETS**
GE NEWS BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:
☐ For Sale * ☐ Ride Wanted
☐ Wanted ☐ Riders Wanted
☐ For Rent * ☐ Lost
☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form **by noon Friday** for publication Thursday. You may submit only one adlet per issue of the **GE News. No more than 40 letters per Adlet, please.** Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

* The item(s) referred to in this ad are in no way connected with any business venture

_____
Signature

Badge system in full operation Monday

Beginning Monday, Jan. 30, the new employee badge system will be in full force.

The badge system will help insure that only employees and other authorized people have access to company facilities.

The new procedures are as follows:

- All employees must display their employee identification badge worn from the waist up to security before entering the facility and proceed after being acknowledged.
- Employees who arrive at work without proper badge identification must provide a suitable alternate form of identification, such as a current driver's license. In such cases, the plant protection officer will verify that the employee is currently listed on the GE payroll. After verification, the employee will be permitted to sign for a one-day badge and then be admitted to the facility. The badge must be returned to the same gate by the end of the shift or end of the day. Loss of this badge will result in a $2 charge.
- All occupants of vehicles entering the facility must show an employee identification badge, and a proper parking sticker must be displayed on the vehicle before entry is allowed. No vehicles will be allowed to enter the facility to drop off riders without employee badge and appropriate parking sticker. Vehicles will be allowed to enter GE property to pick up or drop off materials after the driver signs a vehicle log.
- While on GE property, GE employees will be required to wear their badges visibly on their person.
- Badges must be turned into Employee Relations when an employee terminates service, retires, or goes on lack of work or leave of absence.
- New employees will be issued a badge during orientation at the Central Employment Office on Broadway.
- For employees who lose their badge, there will be a $2 charge to obtain a replacement. No charge will be made for replacement of a damaged or worn-out badge.
- Employees who have not had their badges made should contact the Central Employment Office, Ext. 3661, to make an appointment. Only one badge will be issued per employee.
- Nonemployees, visitors, contractors, etc., must register and receive appropriate badges. Plant protection officers will instruct the persons to wear the badges in plain view while on company property.
- Color-coded IDs will be issued to differentiate among employees, visitors and others.

Earnings, spending up in 1983

"General Electric's strong 1983 earnings growth was achieved in a year when significant actions were taken to better position the company for the decade ahead," said GE Chairman Jack Welch in announcing company preliminary, unaudited financial results for 1983.

Welch said that in 1983 research and development spending was up about 20% to a record $2 billion; plant and equipment expenditures were up 19% to $1.9 billion. Also, a broad-gauged corporate restructuring program was implemented involving selective divestitures and far-reaching production rationalization activities.

Welch announced that the preliminary, unaudited results showed that GE sales for 1983 were about $26.80 billion compared with last year's $26.50 billion. Net earnings of the company for the total year 1983 were approximately $2.024 billion compared with the $1.817 billion reported for 1982.

Sales similar to 1982

Sales for the 1983 fourth quarter were about $7.43 billion, or about the same as the $7.46 billion for the final quarter of 1982. Earnings for the fourth quarter of 1983 were about $579 million, compared with last year's $524 million.

The corporate restructuring program included sale of all but one of GE's broadcasting stations, as well as its holdings in Gearhart Industries. Provisions were also made to cover the expense of rationalizing production activities among certain existing plants and phasing out other activities. There was no effect on 1983 net earnings from these corporate restructuring moves, as gains from the sales of assets offset the expense provisions.

3 major transactions in 1984

In addition, in 1984 GE expects to complete three previously announced major transactions commenced in 1983: sale of most of Utah International in a $2.4 billion transaction (less the value of certain properties which GE may retain); sale of GECC's Family Financial Services, a second-mortgage business, for about $600 million; and sale of the small appliance business for $300 million.

Commenting on the economic outlook, Welch said: "In 1984, we expect the U.S. economy to be quite strong with capital spending adding to 1983's growth. International forecasts are more mixed and generally less optimistic.

"Longer term, the impact of continuing federal deficits, high U.S. interest rates, and a strong U.S. dollar remain troublesome. GE is in a strong position to benefit from a better economy in the near-term and our strategic moves are continuing to improve an already solid base."

Error in holiday date noted for New Year's

The first paid holiday in 1985 will be New Years Day. Together with the 1984 floating holiday, Monday, Dec. 31, this will provide employees with a four-day weekend. A typographical error in last week's GE News referred to the first paid holiday in 1984 instead of 1985.

Aircraft

Continued from Page 1.

the-art electronics is. The technology has changed significantly," he said.

ECD expects to hire approximately 100 hourly-paid testers by mid-1986, but the jobs will not be available for some time. Candidates for these jobs must have passed a course in AC or DC fundamentals within the past two years to qualify for consideration in the 11-week tester course. Information about this training will be available in the near future.

The test equipment builder jobs will require an associate degree in electronics or equivalent experience.

Bumping procedure outlined

Weaver noted that the employees who accept ECD jobs will no longer have bumping rights to motor and transformer jobs. Their bumping rights will be within ECD. They could be recalled to a motor or transformer job if on lack of work from ECD.

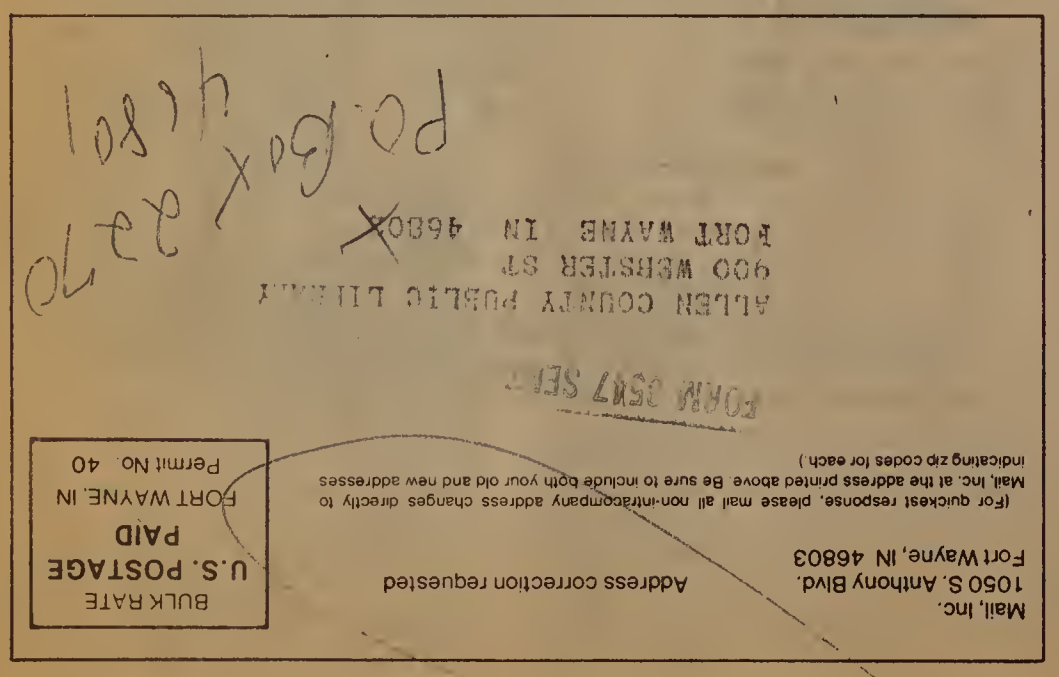
These procedures are part of the negotiated local supplement for ECD. That supplement governs practices and procedures for bumping, recall and the like, and it was an important ingredient in the ECD decision to locate in Fort Wayne.

Special quality considerations

All employees considering jobs at ECD also should be aware of other special restrictions. "For instance, there can't be smoking, eating, or drinking in the production area of ECD, and some employees may be required to wear white gloves in assembly. This is all part of our safety and quality control," said Weaver.

He emphasized that zero defects are a must in electronic controls, because a failure in flight would jeopardize the lives of passengers and crew of an aircraft. "We work with very critical tolerances, detailed procedures and complex processes in our work to assure required quality and reliability levels," he noted. "Quality is everybody's job."

The addition of the 800 ECD jobs over the next three years will be a gradual process, Weaver emphasized. He said, "We're looking forward to getting started."



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LOW FOR TV AND SECURITY HIGH FOR READING
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Less mail-in rebate 1.00
Net cost $2.49

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Back to work

Donna Bogen, GPM, Building 6-2, says she's "very glad to be back" at GE after her 14-month layoff. Donna had completed 16 years of service and was called back to active service as a DC motor packer. She is one of several employees returning to fill jobs that became available because of end-of-year retirements and increased production in some businesses.

Recalls will be slow, gradual

Employment outlook improved

"The employment outlook is looking more positive than a year ago," says **Lois Neloms**, manager of employment for GE in Fort Wayne. "However, recalling people from lack-of-work will be a slow, gradual process.

At the end of 1983, total employment at GE in Fort Wayne was approximately 3,000 — about the same as a year earlier. Neloms said 266 laid-off employees were recalled during 1983, partly due to a large number of early-1983 retirements.

Employment hinges on orders

She said 1984 got off to a good start with employment increasing by about 60 people in January. Since the first of the year, about 90 employees have been recalled from lack of work — partly because of product increases at the Wire Mill, Winter Street and STD, and partly because of January retirements.

There are no significant employment increases planned for the near future, however. Any gains will depend on each operation's ability to win additional orders for their products.

"Our competitors are going to be aggressive," **John Earlywine**, manager of sales planning for the Components Sales Department (CSD), said last week. Earlywine said markets for motors manufactured in Fort Wayne for commercial and industrial applications are expected to improve in 1984, but not to pre-recession levels.

Translating improved markets into sales and employment increases for GE operations will require better quality, service and value, he noted.

For Specialty Transformer, 1984 is expected to provide a gradually improving market and a positive change from recent recession years, according to **Don Kearns**, manager of operational planning.

Non-residential construction, a key indicator for STD, dropped significantly in 1983, but is expected to rise slightly in 1984. STD transformers are used in non-residential buildings such as hospitals, office buildings and manufacturing plants.

Transitions to have effect

"A lot of employees have asked us how soon the new Aircraft Engine Electronic Controls Department (ECD) will move into Taylor Street, and when will Winter Street, Small AC and Hermetic motor operations be phased out of Fort Wayne," said Neloms.

She said ECD will begin operations later this year and will hire about 50 employees in 1984. The motor businesses have not yet announced specific timetables for phasing out their operations, though the transitions will begin later this year.

General Electric News

FEBRUARY 2, 1984 FORT WAYNE, INDIANA VOLUME 66, NO. 5

Rising medical costs affect GE businesses

Medical care costs are climbing and affecting the competitive ability of American companies, including GE operations in Fort Wayne.

Fort Wayne medical costs rose

In Fort Wayne, a study of medical costs for the years 1977-82 showed a sharp upward trend in medical costs for doctors, hospitals and medicines.

Those costs increased from $3.4 million to $5.9 million in that period, while employment decreased by 26%, according to **Tom Callant**, manager of compensation. The cost per employee actually doubled.

A study done by Callant and **Homer Jennings** (who was then manager of insurance claims disbursements), also showed the average length of disability rose from 41 days to 58 days, further adding to the costs.

"The high medical costs are becoming quite an issue for our businesses," said Callant. He said employees should be concerned because "the more we spend on medical costs, the more difficult it is for our businesses to stay competitive."

Callant said the upward trend in medical costs in Fort Wayne is similar in other GE locations.

Benefits up 9% in 1982

Total GE Insurance Plan benefits in 1982 were $556 million — $50 million more than the year before, despite the fact that there were fewer employees at the end of 1982 than at the end of 1981. That's a cost increase of 9%.

The nearly 2 million medical expense claims of GE employees and and dependents represented the largest part of the $556 million total.

Comparison study shows trends

A comparison of employee and dependent medical expense benefits companywide for 1982 and 1981 indicates the way rising medical costs affect the total operating costs of General Electric.

For instance:

- Medical expense benefits for employees hit $214 million in 1982 — $25 million more than in 1981.
- Medical expense benefits for dependents also totalled about $214 — nearly $30 million higher than in 1981.
- In total, the medical expense claims amounted to over $428 million — $50 million higher than in 1981.

Company pays nearly all

Under the comprehensive medical expense coverage of the Insurance Plan, employees make a contribution to cover part of the cost of medical expense benefits for dependents. However, in 1982 employee contributions covered only a small part of the cost — $20 million of the $214 total.

The cost of medical expense benefits for **employees** is provided entirely by the company.

Employees covered about 4% of the Insurance Plan's cost while GE contributed 96%.

Employees can help reduce medical costs

Here's how employees can help contain rising health care costs:

• Get second surgical opinion. When non-emergency operations are suggested, it's wise to obtain a second opinion. It may turn up another approach that can avoid the risk of surgery.

• Check alternatives when faced with hospitalization. Ask the doctor about the need for and the length of hospital stay. Ask about the possibility of ambulatory surgical service. Check on the use of extended care facilities or home health service to shorten your hospital stay.

• Question fees. Ask the doctor about fees to show concern. Review hospital bills for errors and to verify all services were actually provided.

• Keep healthy!

• Don't put off getting medical care when it's really needed.



To George Windsor, exercise and diet are matters of life and death.

Windsor: a survivor

"It was like something was grabbing my chest." That's how George Windsor, punch press operator in Building 4-2, knew he had a heart problem last April.

"The doctor said the only thing that would save me would be a coronary bypass operation," said George.

"The bills I saw totaled over $24,000, but because of GE insurance I paid only $1,000," he said.

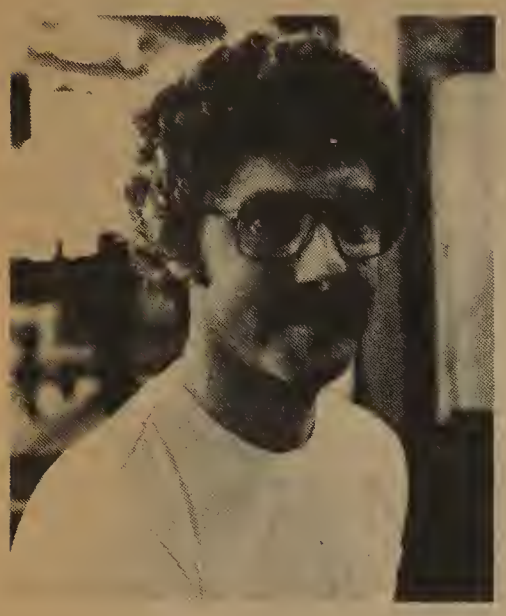
The surgery gave him a second chance to live, and George is making the most of it. George has been back at work since August and changed his lifestyle to stay alive and healthy.

"I gave up eating salt, bacon and eggs and pipe smoking. Even my wife goes along with what I do. I think everybody would be better off if they watched their diet and exercised," he said.

He and his wife take walks together frequently: "It's the best thing in the world for you," he said.

He ought to know — he's living proof.

David Sorg studies electronics 'on GE'



For many reasons, 35-year-old David Sorg, Building 17-2, decided to go back to school to learn electronics. He hopes to be prepared to get a job at the new Aircraft Engine business which is scheduled to begin moving to the Taylor Street facility this year.

David Sorg likes his job as an annealing oven operator and rotor polisher in Building 17-2. "I could retire doing this job; I like what I'm doing." But the problem is that the Hermetic Motor Operation, where David works, will be phasing out production in Fort Wayne over the next two years.

"To better my chances for getting a good new job," he has enrolled in an electronics program at Ivy Tech.

IDP pays tuition

David's tuition is paid by the Tuition Refund part of the Individual Development Program.

Currently, he is taking one class while working fulltime. But his plans are to get an associate degree in electronics, a field David finds "interesting." He said, "I have a buddy who works on radios, and I liked helping him; I thought it was fun.

"What got me really interested was the announcement about the new Aircraft Engine business coming to Taylor Street," he explained.

He plans to complete the two-year degree because he wants to advance within the field of electronics. "I don't just want to get a job and be stuck there. That's what might happen if I just took one course."

Other reasons are "self-fulfillment and the desire to get a good job."

He reasoned, "If I only complete this course, I'll feel better about myself because I'm trying."

Age 35 is 'not too late'

"I figured at 35 years old, it's not too late, but it's getting close," he said.

He also predicts preparing for high-technology jobs will help provide better job security. "I think high-tech jobs will be 'the thing' five years down the road," he said.

Cooperation from people in his department has also made his academic pursuit easier. "They (HMO employee relations staff) went way out of their way for me. They told me two weeks ahead that I was going to get bumped to the night shift and asked if I could work out something with my classes."

He says IDP is 'fantastic'

Having the tuition paid by the IDP program is something David enthusiastically calls "fantastic."

His wife Pamela is also using IDP. She has been home on lack of work for two years, caring for the couple's four children. But in January she began a four-year degree program in communication at Indiana-Purdue.

David is uncertain whether he would take electronics courses if the Tuition Refund program didn't pay for them. He said he might have to "think about it."

"But if GE didn't pay for it, my wife wouldn't be going, too," he said.

Three local schools offer electronics education

Employees may want to take electronics training to improve their chances of employment at the Aircraft Engine Electronics Controls Department (ECD) which is scheduled to begin moving to the Taylor Street facility in 1984.

ECD expects to hire about 100 hourly-paid testers by mid-1986, but the jobs will not be available for some time. Employees "on the move" will have first chance at ECD jobs, than those on recall.

Candidates for these jobs must have passed a course in AC or DC fundamentals within the past two years to qualify for consideration in the 11-week tester course.

The test equipment builder jobs will require an associate degree in electronics or equivalent experience.

Three Fort Wayne colleges offer electronics training. Brief information about each of them follows:

Ivy Tech course begins Feb. 28

Registration for new students at Indiana Vocational Technical College (Ivy Tech) begins Feb. 13. Classes begin Feb. 28.

The introductory electronics course, "DC Fundamentals," is a six-credit-hour course which meets two times a week from 6-9:50 p.m. Tuition cost is $124.50 ($20.75 per credit hour) in addition to a lab fee of $12.

Applications for admission may be picked up at the Student Services office at the campus at the corner of Coliseum and North Anthony Blvd. The phone number is 482-9171.

Class size averages 20 students. Late registration is accepted until March 5, but a late fee of $10 is charged after Feb. 28. Several advanced electronics courses are also offered.

IPFW course begins May 14

The next opportunity to register in basic electronics or other courses at Indiana-Purdue Fort Wayne will be May 10.

The first summer session will be May 14-June 22.

"Circuits I" offers an introduction to electrical principles and fundamentals. Tuition cost is $184.60 ($39.65 per credit hour) in addition to a lab fee of $26 and a textbook.

Since the course is offered through Purdue University, students must first apply for admission to the university through the Admission Office. After receiving admittance, students must take a placement test in reading and math. Then they must talk to a counselor to plan their study program.

The Admissions Office is located at 2101 E. Coliseum Blvd. The phone number of the Admissions Office is 482-5621. Counseling in electronics is available through the electronics engineering department at 482-5478.

ITT offers two-year degree

ITT Technical Institute offers a two-year associate degree in electronics engineering technology.

The next session begins March 5. Classes are conducted 50 weeks during the year from 6-10 p.m. Prospective students can stop by the school at 1415 Profit Drive or call 484-4107 for counseling and enrollment information.

The cost for the two-year program is $9,700.

General Electric News

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Robert Miller retires



Robert A. Miller retires with 42 years of service. He started as an iron handler in Building 26-1. He retires as a die repair worker at GPM, Winter Street. "GE is a good place to work — good pay and good pension. Since I have no special plans, I'll enjoy a day at a time."

Also retiring Feb. 1 is **Richard M. Meese**, Area Services, Broadway, with 42 years of service.

IDP can pay tuition expenses

GE employees can take courses in job-related subjects and have GE pay part or all of the bill. Full-time hourly and nonexempt salaried employees can apply for funds from the Individual Development Program, which will reimburse them for tuition and lab fees for approved courses.

The IDP plan allows a 100% tuition refund up to a maximum of $1,200 a calendar year.

Fort Wayne employees claimed about $70,000 in IDP and Tuition Refund payments last year, according to **Guy Smith**, supervisor of payroll reports and statistics. Currently, about 55 students are enrolled in courses under the IDP program.

Employees must first obtain written management approval of the educational institution and the course to be taken. The employee will receive a full tuition refund after receiving a passing grade in the course.

Exempt-salaried employees qualify for tuition refunds through the Tuition Refund Program.

S&SP can help

Also, employees who participate in the S&SP Program may withdraw money for educational expenses without losing the company's matching portion.

Tax note

Beginning Jan. 1, 1984, tuition refunds for courses not directly related to an employee's occupation or job are subject to federal taxes. Tuition refunds for courses required for an employee's job remain tax exempt.

Legislation which allowed all tuition refunds to employees to be tax exempt (Section 127) terminated Dec. 31, 1984. It had only been effective since Jan. 1, 1979. According to **Carl Diehm**, supervisor of payroll, Congress was expected to pass new legislation to make the tax exemption permanent, but they adjourned without reinstating the tax exemption.

Your United Way donations at work

Visiting nurses still make house calls

Few doctors make house calls anymore, but there are still many people who need home health care.

That's where employee donations to the United Way and the Visiting Nurse Service (VNS) come in.

"There are many people in our community who could use our services, but they don't know about us," Nancy William, program development coordinator for the VNS, recently told employees on the Employee Community Services Fund Board.



Ruth Stahlhut, R.N., patient services coordinator, takes the blood pressure of Nancy William, R.N., at the headquarters of the Visiting Nurse Service. Williams, who is program development coordinator, met with Employee Community Services Board members recently to explain how United Way dollars are used by the agency.

During the holidays, many Fort Wayne area patients were able to spend time at home with their families because of the visiting nurses. Employee donations to the United Way are used to help provide such services for people who otherwise could not afford them.

The Visiting Nurse Service has 14 registered nurses on its staff and four private-duty nurses. They develop a health care plan for each patient based on the patient's doctors's orders. "We provide an extension of in-patient care and a direct link to the physician," said William.

Home health aides are available to help with personal hygiene and exercise needs, while a staff of homemakers provides laundry, cleaning and shopping services.

Other professionals address patient needs for physical therapy, speech therapy and social services.

"It's hard to underestimate the importance of home and family in health care," said William, who is a registered nurse herself. "We can offer people a more normal life and the promise of professional support, whether it is for a short-term recovery or a prolonged illness. We've had as many as 2,000 calls a month, and no one is turned down because of inability to pay."

In recent years the Visiting Nurse Service has reached out into the community to provide "wellness" programs for businesses and classes such as prenatal care.

"We're part of an 80-year tradition in this community," said William.

Care must follow guidelines

According to **Homer Jennings**, manager of benefits at GE in Fort Wayne, the GE Insurance Plan may provide coverage of such services for employees and their covered dependents. Blue Cross will provide 100% coverage in some cases, but the care must follow a program prescribed by a physician, be medically necessary and in most cases administered by a registered nurse working through a certified Home Health Care agency and approved by Blue Cross.

Intermittent services may be covered by Metropolitan insurance up to 85% of the cost of care that is medically necessary and prescribed by a physician. The GE plan does not cover custodial care, such as bathing, clothing and feeding.

"Employees should check first to see if particular home health care services are covered by GE insurance before requesting them," advised Jennings.

Adlets

FOR SALE

SNOW TIRES, Sears Best, on rims, like new, H78x15, 745-0969.

'73 PUMA ARCTIC CAT, Model 440, aft. 5:30 p.m. 747-1325.

ICE SKATES, szs. 3&5; winter coats & sweaters, ex. cond. 749-5670.

WEIGHT BENCH & 110 lbs. of weights, good cond.; boy's 5 spd. Schwinn bike. 444-8243.

16 CU. FT. FROST-FREE REFRIGERATOR, Sears, gold, good cond., $275. 745-0192.

BOX SPRINGS & MATTRESS w-headboard, $40, full sz., ex. cond. 747-1315.

BATHROOM VANITY; dry sink; pantry; cherry & walnut hutches; desk; waterbed; chest. 745-4128.

DEHUMIDIFIER, Coldspot, ex. cond., $25. 485-9244.

'76 FORD CAMPER VAN, low mileage. 422-5671.

MAYTAG DISHWASHER w-butcher block top, ex. cond. 1-419-263-2927.

RATTAN COUCH w-2 chairs & cushions, $100; 2 wicker chairs & table, $75; GE toaster oven; Iron; mixer; etc. 456-1795.

'69 CUTLASS, 4 dr., runs good, serviceable car. 1-356-2361.

DINING ROOM SUITE; TV-stereo combo, ex. cond.; leather coat w-fur trim. 447-6280.

In memory

Karl Kiel, Albion, died Jan. 21. He was a treatment worker at STD, Building 26-4, prior to his retirement in 1967.

Elmer G. Heemsoth, New Haven, died Jan. 19. He was a motor assembler at SAC, Winter Street, prior to retiring in 1970.

WALNUT BEDROOM SET, 3 pcs., 1920 era, $500 or best offer. 440-2023.

'76 STAR MOBILE HOME, 3 bdrms, 1-1/2 baths, skirted, wood burner, shed, wedge trailer, aft. 4 p.m. 1-925-1684.

WANTED

APPLIANCES: refrigerator, washer & dryer, all in good cond. 623-6572.

SPINET PIANO, good cond. & reasonable. 493-3363.

LIONEL & AMERICAN FLYER TRAINS, any cond. 1-724-8011.

TYPING MANUAL, can be an old one. 745-5626.

SERVICE

BABYSITTING IN MY HOME, 1st or 2nd shift, references. 456-6226.

SWEETCAKES THE MAGIC CLOWN, live animals & more, fun for all ages and occasions. 445-8453.

CONTINUOUS GUTTERS & SIDING, free est. 627-2858.

INCOME TAX PREPARATION - CPA. 432-7100.

WILL CLEAN YOUR HOUSE OR APT., reas., experienced, refs. 747-5531.

TAX PREPARATION & PLANNING by CPA, reasonable. 1-356-7576.

Bowling

Ladies Friday Nite

Nancy Boggs	205
Cathy Bischoff	182

GE Office 1/23/84

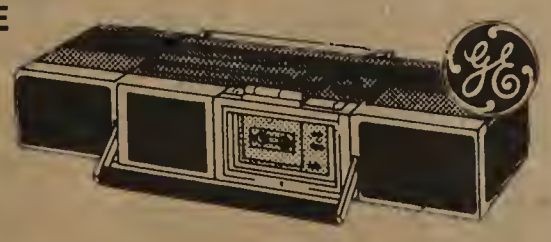
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Don Neuhaus	232
Dave Deck	223
Brent Cleveland	222
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Ed Fischer	213,212
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Small Motor 1/25/84

Steve Scherer (214)	613
Jim Weiks, Jr.	238
John Segyde	226

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INDICATE TYPE OF AD HERE:
☐ For Sale* ☐ Ride Wanted
☐ Wanted ☐ Riders Wanted
☐ For Rent* ☐ Lost
☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form **by noon Friday** for publication Thursday. You may submit only one adlet per issue of the **GE News. No more than 40 letters per Adlet, please.** Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

* The item(s) referred to in this ad are in no way connected with any business venture

_____
Signature

Employees can give to Olympic fund

General Electric employees will be invited to team up with the General Electric Foundation to raise funds for the United States Olympic Committee.

The announcement was made by GE Chairman Jack Welch and Tom Thorsen, chairman of the Trustees of the GE Foundation and the company's senior vice president of finance.

Individual employee gifts of up to $15 each will be matched by the Foundation to a maximum of $500,000. Employees who contribute $5 or more will receive an Olympic award. Everyone will receive a special decal.

The "Team Up, GE" program will be conducted Feb. 6-17, while the Winter Games are underway in Yugoslavia.

Chuck Welch, manager of communication and relations planning in Fort Wayne, will serve as coordinator of Fort Wayne's fund-raising program.

In announcing that Welch will serve as coordinator, Bill Fenoglio, Fort Wayne GE area executive, said, "It is particularly appropriate that General Electric Company employees, who are themselves dedicated to excellence, have this opportunity to help our country's Olympic athletes in their pursuit of excellence. I hope that you will consider joining me in this General Electric Foundation fund-raising program on behalf of the U.S. Olympics."

This matching gift program for the Olympics is the first by a major corporation.

Chuck Welch said that more details about how employees can participate in the "Team Up, GE" program will be provided shortly. "I hope many Fort Wayne employees will take advantage of this special opportunity to support our country's Olympic athletes," he said.

The cost of U.S. participation in the Olympics is expected to be about $80 million.



"Team up, GE" coordinator Diane Folta, an employee at General Electric headquarters in Fairfield, Conn., shows an Olympic tote bag to be given to employees who contribute $15 or more during the "Team up, GE" program. The program will run Feb. 6-17.



Planning for retirement

Fifteen employees attended the first Fort Wayne GE Pre-Retirement Planning seminar Saturday at Hall's Guesthouse. They were among the first to be invited to participate in this new program. Invitations eventually will be sent to all employees age 55 and over. The second of their two-part meeting will be Saturday.

S&SP investment prices

Here is the report on the average 1983 prices for GE Stock, Mutual Fund, and Holding Period Interest Fund used under the Savings and Security Program to credit participants' accounts.

The Long Term Interest Fund price for the last day of the month is also shown, as well as year-to-date annual income rates for both the HP and LT Funds.

Month	Stock Price	Mutual Fund Price	Holding Period Fund YTD Annual Income Rate (a) Price	1980	1981	1982	1983	Long Term Fund YTD Annual Reinvestment Price	Income Rate
Jan	$ 95.821	$30.329	$10.00	10.9%	13.2%	16.6%	13.3%	$10.73	11.9%
Feb	$103.375	$30.967	$10.00	10.9%	13.2%	16.7%	13.4%	$10.91	11.6%
Mar	$104.902	$32.103	$10.00	11.0%	13.2%	16.7%	13.5%	$10.84(c)	11.6%
Apr	$108.319	$33.347	$10.00	10.9%	13.2%	16.6%	13.4%	$11.09	11.6%
May	$ 53.968(b)	$34.671	$10.00	11.0%	13.2%	16.6%	13.5%	$10.91	11.6%
June	$ 55.210	$35.141	$10.00	11.0%	13.2%	16.6%	13.5%	$10.75	11.5%
July	$ 52.588	$35.346	$10.00	11.0%	13.2%	16.6%	13.5%	$10.45	11.5%
Aug	$ 48.543	$34.604	$10.00	11.0%	13.2%	16.6%	13.6%	$10.38	11.5%
Sept	$ 51.042	$35.674	$10.00	11.0%	13.2%	16.6%	13.6%	$10.53	11.4%
Oct	$ 53.464	$36.200	$10.00	10.9%	13.2%	16.6%	13.6%	$10.46	11.4%
Nov	$ 54.786	$35.777	$10.00	11.0%	13.2%	16.6%	13.6%	$10.50	11.4%
Dec	$ 57.440	$35.564	$10.00	11.0%	13.2%	16.6%	13.6%	$10.38	11.5%(d)

(a) The "announced" HP Fund Rate was **10.75% for 1980, 13.00% for 1981, 16.25% for 1982,** and **13.25% for 1983.**
(b) Price reflects 2-for-1 split.
(c) After $.09 Capital Gains distribution.
(d) At December 31, 1983 the net current yield of the long term investment portion of the fund was 12.25%.

Savings & Security Program: Here's how it works

As a GE employee you can participate in the Savings & Security Program with its 50% company matching payment, its basic tax-sheltered investments, and its new Deferred Pay Account tax shelter.

Here's a brief description of how S&SP works:

- Under the "basic" Savings & Security Program, you invest up to 7% of earnings in the securities offered in the program. These savings are left in trust for a specified three-year holding period.
- The company makes a matching payment of $1 for every $2 you invest (up to 7% of your pay). The matching portion is invested each month as you instruct.
- At the end of the holding period, you receive your securities along with matching payment securities — or you can choose to move all or part of them into S&SP's Retirement Option Account (ROA). In an ROA your investments build funds for "extra" retirement income or specified needs for which they can be withdrawn. Securities in an ROA account can be switched periodically within the rules of the program.

Sheltered from tax

- All of the earnings on your own savings and investments are sheltered from income tax while they are in the holding period. If you use the ROA, they are sheltered until you retire or leave the company. The company matching payments are completely sheltered from tax until you receive them.
- On top of your "basic" S&SP investment you can also make additional investments of up to 10% more of your earnings, but these are not eligible for the GE matching payment.
- The Savings & Security Program is designed to give you an opportunity to save through several investment choices — U.S. Savings Bonds, GE stock, the S&S Mutual Fund, and the interest funds. Part of your own savings can also be invested in a special low-cost life insurance. Your investment choices can be changed to fit your needs as often as once a month.
- The interest funds are the Holding Period Interest Fund (HP Fund) and the Long Term Interest Fund (LT Fund). The HP Fund pays an announced rate of interest throughout the holding period. This is because the money is bid for by financial institutions for a specified time. Following the holding period, when HP Fund investments are paid out or go into the Retirement Option Account, they automatically become LT Fund units. LT Fund units earns interest according to the market and may rise or fall in value.

Review rules first

Employee benefits specialists point out that before investing in S&SP, or changing investments, you should review the program in your benefits booklets and the S&SP Prospectus.

Beginning in March, there's a new way to shelter your S&SP investments from income tax — the new Deferred Pay Account of S&SP. DPA information is now being distributed during all-employee meetings in Fort Wayne.

FEB 15 1984

General Electric News

FEBRUARY 9, 1984 FORT WAYNE, INDIANA VOLUME 66, NO. 6

Olympic fund-raising campaign next week

STD competes in tough market again in 1984

"Our performance in 1983 was outstanding, considering the pricing and economic situation we faced," said **Dan Lovinger**, general manager of the Specialty Transformer Department, at the annual business review meeting last week.

He said 1983 was "especially satisfying, because everybody contributed."

The market for Specialty Transformer Department products declined in 1983 for the third straight year. Lovinger predicted the market this year will rise about 9% over 1983, but will not return to pre-recession levels.

Lovinger's forecast is based on predictions of increased purchases of capital equipment and industrial construction. STD is also expecting continued growth in line conditioner markets. Line conditioners filter electrical noise and surges to prevent malfunction in computers and other microprocessor-based equipment. They represent a small but growing part of STD's production.

STD is also counting on growth from internal GE customers, Cincinnati Milacron, Liebert and others in machine tool and equipment markets.

Lovinger said STD must achieve additional productivity gains from "applying management skills and production equipment investments" to stay competitive.

Lovinger welcomed the Power Supply Operation back into the department. He said the copier power supply business will concentrate on three major customers: Kodak, IBM and Xerox. He expects the copier power supply business to improve profitability in 1984 because of a small increase in volume.

Overall, he sees gradually increasing production levels in 1984.



Dan Lovinger, general manager, gave the annual business review last week to salaried employees of STD.

During 1983 STD struggled through the third straight year of market decline. The department held its competitive position by reducing costs and improving customer service.

Lovinger credited STD employees for achieving a record 91% of promises kept to customers in 1983.



Duane Stewart, a heat treatment operator in Building 26-1, is one of about 35 employees who have been called back to the Specialty Transformer Department since the beginning of 1984.

"That was good compared to our past performance, but our aim is to get even better — particularly with OEM customers who are highly dependent on us shipping on time."

He said external failures and complaints were at "favorable levels." New test equipment and tester training have enabled employees to catch problems earlier in the production cycle where errors cost less to catch.

Competition was tough

"The competitive pressure on selling prices was tough last year, and as a result, our prices stayed flat," said Lovinger. He noted that the inflation in STD pay and benefits costs was not recovered in increased selling prices.

However, an increase in productivity helped STD offset those inflationary pressures and stay competitive with a number of smaller transformer manufacturers who pay lower wages and benefits, Lovinger said.

Increased productivity has been critical to the survival of the business and is a big reason why STD will invest another $2.7 million in new equipment in 1984.

Positive news for ECD

GE wins Air Force contract

General Electric won a major order for Air Force jet engines last week that is expected to have a positive effect on employment in the Electronic Controls Department (ECD) at Taylor Street.

The Air Force announced that GE will produce 75% of the engines the Pentagon buys for its most advanced jet fighters during fiscal year 1985. Pratt & Whitney, a GE competitor, had produced all the engines for the F-15 and F-16 fighters since the early 1970s, but was awarded only 25% of the business for the fiscal year that begins Oct. 1.

There are no guarantees, however, that GE will win as great a share in future years.

The engines produced for the initial contract will not be delivered until early 1986. By that time, the Aircraft Engine Electronic Controls Department is expected to be nearing full production at its new Taylor Street location.

"Two-thirds of the electronic controls we produce go into military aircraft," said **Dale Weaver**, ECD plant manager. He said the competitive bidding for the Air Force contract highlights the need for quality, reliability and performance in the controls ECD supplies for aircraft engines.

ECD is expected to hire and train about 50 employees during 1984 while production facilities are being prepared at Taylor Street. Weaver said original projections for ECD production in Fort Wayne may have been conservative given the size of the Air Force contract announced last week.

The Air Force decided to put GE's newly designed F110 engine on its single-engine F-16 fighter jets, which are produced in much greater numbers than any other fighter, according to **The Wall Street Journal**. The Pratt & Whitney F100 engine will go on the twin-engine F-15, a more expensive jet fighter built in

See AIR FORCE, Page 4.

Smith's ingenuity earns award

It's rare for someone in manufacturing operations to win a Patent Award. In fact, the award which **Bill Smith** recently won is only the third such award in 15 years.

Smith, a specialist in advanced planning for Hermetic Motor Operation, is sharing the award with Joe Gaietto of Tiffin, Ohio. The award recognizes the filing of a patent for their new method of applying varnish to wound stators.

It took only a few weeks for the pair to perfect the new method which Smith calls a "key process for our high reliability motors." He is proud that the new method will give GE customers an improved product.

In addition to a medallion, Smith received a check for $250.

Jim Wiegman, HMO's manager of quality control and manufacturing engineering for HMO said, "I think it's super Bill got recognition for his ingenuity."

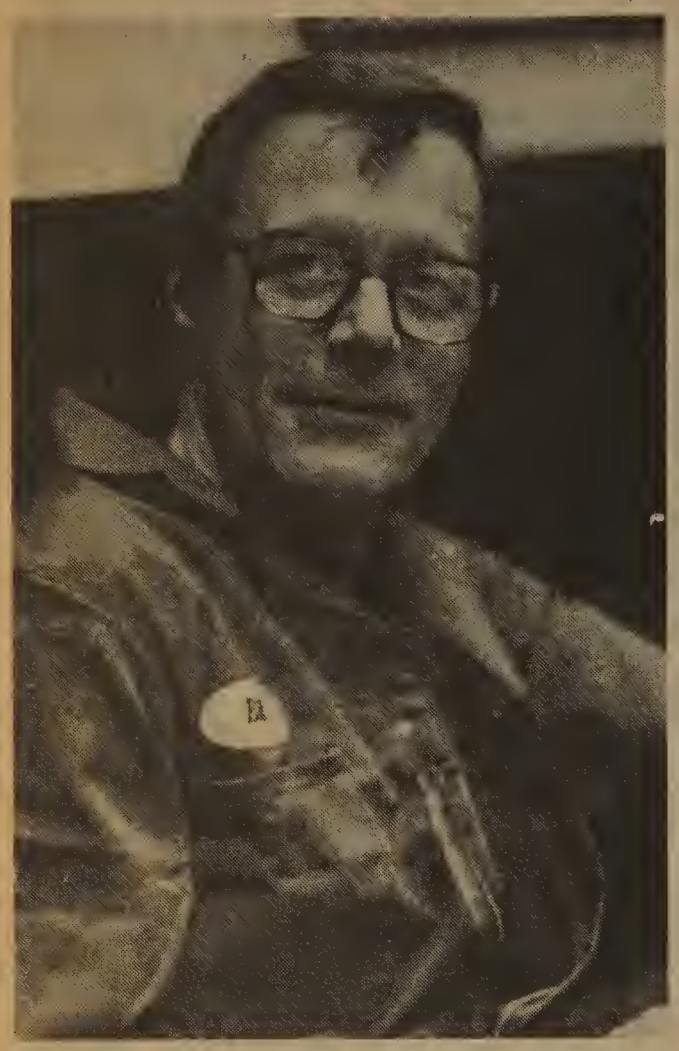


Bill Smith, HMO, won a Patent Award.

Now is the time to apply for GE college loans

If your son or daughter is going to college next fall, it may seem too early to think about financial aid.

But two employees "who've been there" say it's time to begin now.



Bill Wilhelm, Taylor Street, says GELP made college possible for his daughter.

Both went through the process of seeking financial aid for their college-aged daughters; both received $2,500 in aid through the GE Guaranteed Educational Loan Program (GELP); and both are happy with the results.

Just last week, **Ann Bryant**, a coil winder in Building 6-3, received a promisory note from Chase Manhattan Bank in New York to assure her that her daughter Tiffany would be receiving $2,500 for financial aid to attend Purdue University. Tiffany is a sophomore at Purdue, majoring in psychology.

"It took several months for all of the paperwork, but we were determined," she said. Ann sent in the loan application in September, but some incomplete details delayed the process.

Daughter wanted to help

Ann applied for the student loan program when her daughter decided she wanted to help pay her own way through college.

She remembered she had seen a story about the loan program in the **GE News**. She decided to apply for the GELP loan partly because "this one was convenient; I didn't even have to leave work," she explained.

The application process also took four months for **Bill Wilhelm**, an electrician at Taylor Street.

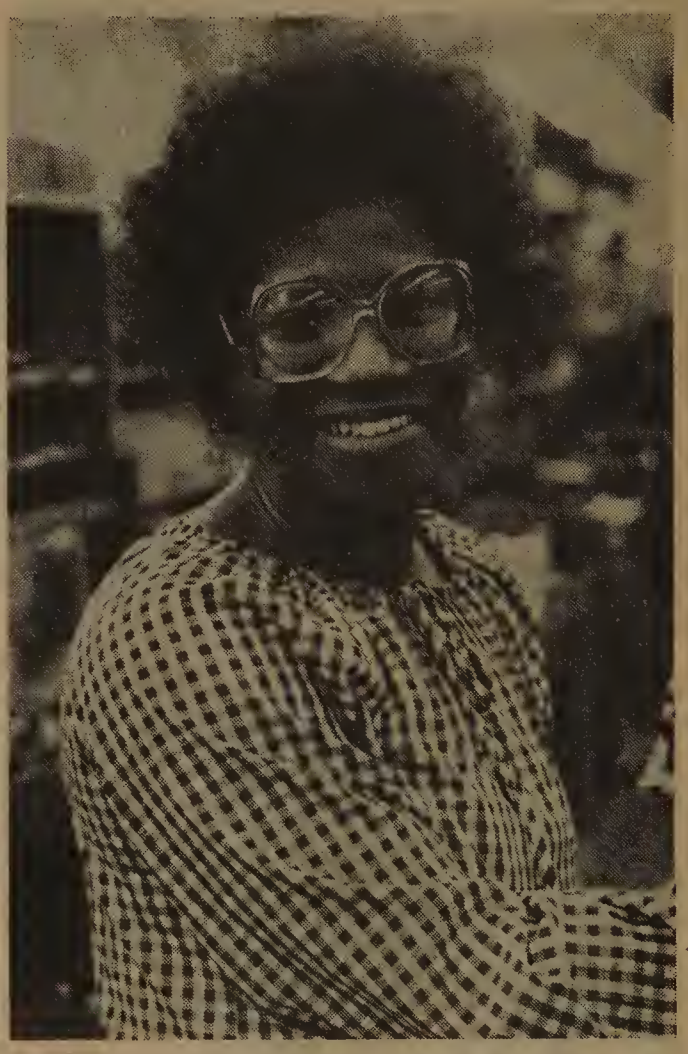
"I would encourage people to apply early because it takes so long to get; but it's well worth it," he said.

Bill's daughter Laurie received $2,500 to attend Indiana University at Fort Wayne. She began classes in January to study elementary education.

Bill heard about GELP from one of his fellow employees who also received a GELP loan. Like Ann, he likes the convenience of getting the loan at work.

Bill is glad the program is available. "It gives the people who can't otherwise afford to give their kids a break the money to send them to college," he explained.

"Laurie's going to school. Otherwise she wouldn't be," he said.



Ann Bryant, Building 6-3, advises to apply early for guaranteed educational loans.

How to get GELP money to pay for college costs

General Electric will provide the guarantee for educational loans to qualifying GE employees and their children for full-time college study.

About 50 Fort Wayne employees took advantage of the Guaranteed Educational Loan Program (GELP) in 1983.

This program allows for applicants to receive up to $2,500 per year for undergraduate study and up to $5,000 per year for graduate study. The cumulative total is $12,500 for undergraduate study and $25,000 for undergraduate and graduate study combined.

Interest rate lowered

No interest is charged while the student attends school or during the six month period immediately following completion of studies. After that time, the interest rate is 8%. (The rate has been lowered from 9%.)

The new rate applies only to first-time borrowers with no outstanding student loans whose loans began on or after Sept. 13, 1983. (Borrowers with outstanding loans at 9% or 7% legally must continue to borrow at the same rates.)

Borrowers may take up to 10 years to repay; monthly installments must be at least $50.

As in the case of most loans, a family must qualify for the loan. In addition to the family's income, such factors as the cost of the school, the number of people in the household and the number of family members in college affect the family's eligibility for a loan.

Lenders are required by law to charge student borrowers an origination fee of 5% of the principal amount of the loan which is deducted from the loan proceeds. On a $2,500 loan, for instance, the fee is $125.

How to apply

Pre-application forms are available from all employee relations departments. After completing the form, it should be returned to the employee relations office.

After approval is given by the finance manager of the department for which the employee works, the preliminary form is taken to the personnel accounting office in Building 18-1. There the employee gets a detailed form which is partly completed by the employee and the college student. Part of it is also completed by the school which the student plans to attend.

Approval of the loan comes from Chase Manhattan Bank in New York City in the form of a promisory note payable to the student and the educational institution.

Olympic fund raiser next week

Next week while the winter Olympics are taking place in Sarajaevo, Yugoslavia, GE employees will get a chance to help the Olympic team with a voluntary contribution.

Every employee will receive an envelope which contains a decal and information about "Team Up, GE," a program which will allow employees to make individual contributions.

Employee gifts of up to $15 each will be matched by the GE Foundation to a maximum of $500,000. Employees who contribute $5 or more may choose to receive a special Olympic patch or lapel pin. Employees who give $15 or more will receive an Olympic tote bag.

Voluntary sign-up forms will be distributed next week. Employees who want to contribute should turn their check or pledge to their employee relations office by Feb. 20. Employees can also choose to mail the forms directly to the Olympic committee in the envelope provided.

This matching gift program for the Olympics is the first by a major corporation.

Chuck Welch, manager of communication and relations planning, is GE's local "Team Up, GE" coordinator. He said GE wants to encourage employees to consider helping the U.S. Olympic athletes.

Tool order rate slightly higher

Although machine tool orders rose 25% in December, the rate is still far below the pre-recession rate, according to analysts cited in the **Wall Street Journal** last week. Most businesses are trying to improve efficiency rather than to increase capacity at this stage of the recovery.

The Commercial & Industrial Motor Department (formerly GPM) and Specialty Transformer Department sell products to machine tool manufacturers.

Machine tool orders for 1983 rose 13% from depressed 1982 levels. Even though the market is improving, the orders are not close to 1979-81 levels, when companies were conducting major retooling programs.

Part of the problem is caused by Japanese imports which are taking more than 40% of the market.

New retirees receiving higher pensions

As of Jan. 1, 1984, many employees who retire under the GE Pension Plan are receiving a higher pension than they would have if they had retired earlier.

The improved GE job package which went into effect in mid-1982 called for guaranteed pensions to climb in two steps. The first step (effective July 1982) raised the table of guaranteed pensions to a range starting at $12 and extending to $17.50 per month per year of service.

Now, a second step, effective Jan. 1, 1984, has raised the table to a range of $14 to $19.50.

Homer Jennings, manager of benefits, explains that to be eligible to retire under the table of guaranteed pensions, a retiring employee must have at least 10 years of **pension qualification service.**

"To use the table," says Jennings, "you calculate the average of your annual pay during the five consecutive highest earnings years in the final 10 calendar years before retirement.

Then you find the figure in the table that goes with that high-five average. The figure from the table is then multiplied by your total years of **pension benefit service.**"

Employees can figure their pensions by using the table of guaranteed pensions printed in the GE Employee Benefits booklet.

As an example, Jennings cited the case of a 30-year employee with a high-five average of $22,500. If he or she had retired between July 1982 and January 1, 1984, the table would have produced a guaranteed pension of $525 per month.

Under the new table the same employee would received a guaranteed pension of $562.50 — an increase of nearly $40 per month. Social Security payments for those eligible are in addition to GE pensions.

Employees who retire have pensions calculated by the regular career-average formula as well as by the guaranteed pension formula. The formula which produces the largest pension is used.

The career-average pension formula was also improved in 1982, Jennings added. As a result, those who retire with a pension calculated by that formula are also receiving a bigger pension as a result of 1982 job-package improvements.

Elex Club — March

1 - Pen-El Chapter Board meeting, 1 p.m., Hall's Restaurant, 1502 Bluffton Road.

2 - Quintus Chapter Board meeting, 9:30 a.m., Hall's Guesthouse, 1313 West Washington Center Road.

5 - Partizan Chapter Board meeting, 11:30 a.m., Azar's Restaurant, 1033 East Tillman Road.

6 - Reservations due for the March 12 supper and program.

6 - Elex Educational Program - 7 p.m., Bldg. 18-1 Conference Room, for Elex members only. "Women, Work and Family" — Kathleen (Kathy) Schrock, Assistant Visiting Professor, Purdue University, Fort Wayne, with the Mental Health program.

8 - Honor-Ettes Chapter Board meeting, 12 noon, Hall's Guesthouse, 1313 West Washington Center Road.

8 - Reservations due for the March 15 Elex Club luncheon and program.

12 - Elex Club supper and program by "Charisma '84", the Northrop High School Swing Choir, GE Club auditorium. Supper catered by the Venice Restaurant and served from 5 to 5:45 p.m. Menu: Swiss steak, tossed salad, baked potato, green beans almadine, German chocolate cake, rolls, coffee or milk. Tickets $4.25 for members and $4.75 for guest.

14 - Pen-El Chapter luncheon and meeting, 11:30 a.m., Bethany Presbyterian Church, 1616 West Main Street.

15 - Elex Club luncheon and program, 11:30 a.m., Hobby Ranch House, 3204 North Anthony Blvd. Program by Ruth Detwiler, a slide presentation on President's wives gowns and official White House dinnerware. Menu: Pork chops, baked potato, tossed salad, assorted pies. Tickets $4.50 for members and $5 for guests. Attendance prizes.

16 - Quintus Chapter meeting, 1 p.m., Shawnee Library, 5600 Noll Avenue.

19 - Elex Executive Committee meeting, 4:45 p.m., place to be announced.

20 - Partizan Chapter meeting and luncheon, 12 noon, Hobby Ranch House, 3204 North Anthony Blvd.

21 - El-Par Chapter installation banquet, 12 noon, Lester's Party Room, 1502 Bluffton Road.

22 - "An Adult Health Education Program" for Elex members and guests, 7 p.m., McMillen Center, 600 Jim Kelley Blvd. Admission $2.50 per person.

26 - Honor-Ettes Chapter meeting, 1 p.m., Salem United Church of Christ, 2401 Lake Avenue.

27 - Elex Executive Board meeting, 7:30 p.m., Building 18-1 Conference Room.

28 - El-Par Chapter Board meeting, 9:30 a.m., Azar's Restaurant, 1033 East Tillman Road.

Elex sponsors tour to Michigan

The Elex Club is sponsoring a one-day tour on Saturday, May 5, to Meadow Brook Hall and Fairlane Town Center in Michigan.

Meadow Brook Hall is a 100-room Tudor home in Rochester, Mich. It cost about $4 million to build in 1929; it is considered one of the finest examples of residential architecture in the world. The craftsmanship, household appointments and art treasures are now priceless and irreplaceable.

Fairlane Town Center in Dearborn, Mich., is second on the tour. The group will be allowed three hours for shopping and eating.

The cost of the tour is $22 for Elex Club members and $23 for non-members. The reservation deadline is Thursday, April 5.

Credit union annual meeting set for Feb. 25

The annual business meeting of the credit union will be Feb. 25 at 1:30 p.m. in the GE Club gymnasium. The board of directors and several committees will give their annual reports. Results of the mail balloting for directors and committee members will be announced.

Adlets

FOR SALE

BATH VANITY; cherry hutch; pie safe; dry sink; utility cabinet; jelly cabinet. 745-4128.

SPEED CONTROL, new, fits most cars, vans & trucks. 422-5671.

'68 CHEV. MALIBU 307. 747-5531.

QUASAR II COLOR TV, 25", ex. cond. 1-419-263-2927.

5 HP SNOW BLOWER, chain drive, studded tires, 24" cut, $250. 485-8546.

QUEEN SIZE MATTRESS, box springs, matt. pad, sheets. 1-219-622-4730.

DUPLEX, nicely furnished, 2 furnaces, upper rented. 432-9334.

LOT ON CROOKED LAKE, not lake front. 489-1951.

THREE PC. FOUNTAIN; birdbath, wishing well, garden tools. 456-1795.

FREE

FEMALE DOG, mixed, 3 yrs. old, needs country home. 747-5236.

Bowling

Sunday Nite Mixers 1-29-84

Cindy Schwartz	200
Jim Weiks (204, 226, 192)	622
Bob Bruns	209
Maria Hughea (163, 163, 161)	527

GE Office 1-30-84

Steve Scherer	217
Ed Hagadorn	210

Small Motor 2-1-84

Jim Weiks, Jr. (201, 166, 236)	603
Vern Doehrman	223
Ed Fischer	222

Seniors League

Bill Hattendorf	253
Scudder Chaney	211

FOR RENT

UNFURNISHED HOUSE, 5 rooms, NE, adults preferred, no pets, $130/mo. plus deposit. 484-4938.

ONE BDRM APT. in Appletree, short-term lease, furniture optional, $185/mo. plus heat, aft. 7 p.m. 485-4264.

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CHRSITY KNIFE w-Quarter Century Club & GE monogram. 428-3250 or 749-1816.

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INCOME TAX PREPARATION, CPA. 432-7100.

CONTINUOUS GUTTERS & ALUM. SIDING, free est. 627-2858.

WANTED

LIONEL & AMERICAN FLYER TRAINS, any cond. 1-724-8011.

GAS STOVE, 30" or 36", reasonable. 747-2469.

In memory

Erwin B. Rinard, St. Joe, died Jan. 31. He was a tester in Building 4-5 prior to retiring in 1973.

Donald F. Thomas, 511 Stadium Drive, died Jan. 29. He was a model maker in Building 4-1 prior to his retirement in 1967.

Clarence R. Spencer, 3320 Central Ave., died Jan. 27. He worked at SMD prior to retiring in 1966.

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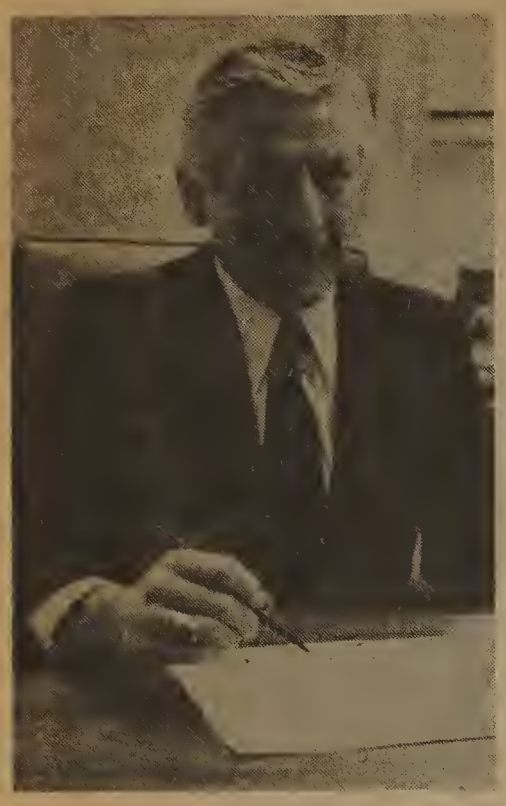
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Task force to work on rising health care costs



Fort Wayne relations manager Jerry Winkler is heading the health-care cost management effort.

"Quality health care for employees and dependents is a major objective of the GE Insurance Plan. So is affordable health care. The acceleration of medical and hospital costs is a big concern for our GE businesses in Fort Wayne," said Jerry Winkler in announcing the formation of a health care cost management task force to work on the problem.

Winkler is manager of the Component Products Relations Operation and is responsible for GE's employee and community relations in Fort Wayne.

"Medical costs per employee in Fort Wayne doubled between 1977 and 1982," said Winkler. "That's a major concern because insurance costs are charged to local GE businesses just like any other expense item. Higher costs of any kind make it more difficult for us to compete for orders and jobs."

He noted that rising health care costs are also a major national concern because they have gone up more than two times the Consumer Price Index in recent years.

Winkler said the task force was formed to implement programs to ensure that employees and their dependents continue to receive the quality health care coverage of GE's insurance plan at affordable costs.

"GE has a commitment to insurance plans that support quality health care for employees and their dependents," he emphasized. "Recent improvements in the GE Insurance Plan have even increased the level of protection against the costs of catastrophic illness."

The goal of the task force is to find ways to control medical and dental costs while maintaining the high quality health care employees are accustomed to receiving.

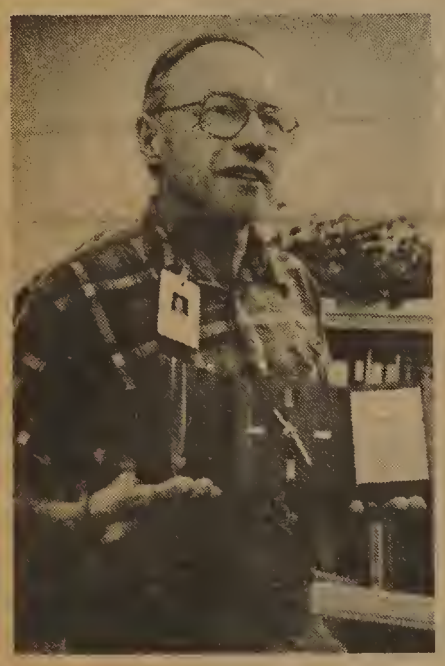
"Some actions are rather obvious — like taking advantage of the Dental Assistance Plan to have regular check-ups twice a year to prevent expensive dental work. Another way individuals can help



control costs and help themselves is by adopting healthy lifestyles," Winkler suggested.

"Other effective ways may not be so obvious. It will be the task force's job to identify ways that employees and managers can use our existing plan to control these costs," Winkler concluded.

Bracht likes new service award



Neil Bracht, proudly shows his 40 years of service award to his fellow employees at HMO. He was one of 215 employees to earn service anniversay awards for the first quarter of 1984 under the new Service Recognition Program.

Forty-year employee Neil Bracht, Hermetic Motor Operation, was one of the first Fort Wayne employees to receive a new service anniversary award. Neil chose a quartz clock mounted on a wood plaque with a commemorative message.

He chose the clock because he wanted something he could display in his home and then pass on to his grandson. He also said, "Now I can get to church on time."

Neil has spent over half of his GE career at HMO. Currently a naptha washroom operator, he said he enjoys this job because each day is different.

Although Neil could retire in a year, he plans to continue working, possibly long enough to earn a 50 years of service award.

"If you have a good thing going, you'd better stick with it," he explained.

Employees choose gifts in new awards program

GE's new Service Recognition Program gives employees a choice of specially designed awards at every five-year interval starting with five years of continuous service.

Employees will have a choice of either jewelry or awards for use and display in the home or office.

Several months before a qualifying service anniversary, employees receive a brochure showing and describing the items available. Employees select their gifts by filling out a form. On or near the anniversary, the employee will receive the selected service award.

Sterling silver, 10K gold and diamonds are used in the jewelry awards. New England pewter and hand-rubbed American walnut are the materials used in home or office awards. At certain anniversaries, the selection includes time pieces with precision quartz movements.

Special recognition is given at the 25th service anniversary with a personalized walnut plaque in addition to the anniversary award selected by the individual.

General Electric presents Service Recognition Awards to employees to recognize the daily contributions they make to the success of the company.

For more information contact employee relations representatives.

—AIR FORCE

Continued from Page 1.

smaller quantities.

The award set the stage for continued competition for Air Force orders. It covers only the first year of a period stretching into the 1990s during which the Air Force is expected to buy more than 2,000 of the advanced engines.

"The U.S. Air Force selection of the F110 underscores General Electric's commitment to designing and building the highest quality engines at the lowest possible cost to the U.S. taxpayer," said Brian H. Rowe, senior vice president and group executive for the Aircraft Engine Business Group.

"Our job now is to do more than meet our contract and specification commitments; we will strive to exceed our customer's expectations," he said. He noted that competition in defense production has been sought for many years to save money, sharpen the responsiveness of contractors and improve the quality of military products.

"This fighter engine competition has already resulted in greatly improved engine durability and flight characteristics. Over the production lifetime of the USAF fighters, the savings in engine and spare parts cost are expected to be billions of dollars," Rowe said.

GE's F110 is the latest member of the company's F101 family of engines. Others include the 30,000-pound-thrust F101-GE-102 for the Air Force/Rockwell B-1B bomber and the CFM56 high-bypass turbofan in several commercial transports and military aircraft.

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General Electric News

FEBRUARY 16, 1984 — FORT WAYNE, INDIANA — VOLUME 66, NO. 7

National Engineers Week, Feb. 19-25

Electronics 'name of the game' for many GE engineers

"Partners for Progress" is the theme for National Engineers Week,

In Fort Wayne, engineers in several GE operations are pioneering electronics projects to keep GE ahead of competition in their respective fields. These operations include the Component Products Technology Operation, Specialty Transformer Department and Electronic Controls Department.







ETO development engineers, Dave Erdman and Harold Harms (above), are working to develop special purpose software on the microprocessor development system. Cecil Clancy (top left), a quality control test engineer for PSO, is shown with a new piece of equipment, a programmable printed circuit board. Mark Brattoli (left), is working on the development of an automated burn-in tester. He is a design engineer for ETO.

ETO blends old and new

In an effort to marry corporate leadership in motors and electronics — a mixture of the old and the new — the Electronics Technology Operation (ETO) developed the Programmable Motor™.

Beginning in 1983 engineers across the Component Motor Division have provided customers with many prototypes which brought "outstanding technical success and customer acceptance," according to **Randy Houlton**, manager of the Advanced Technology Operation. ATO is part of CPTO.

The first product being manufactured was developed in conjunction with SMD for use in ceiling fans. Engineers are working aggressively to extend this design for other product applications.

"The name of the game is cost and reliability," said Houlton, "and GE is in a unique position to provide both of them."

He said ETO has a two part thrust: first, to produce in volume low-cost electronic devices specifically designed for motor control; and second, to carefully match tailored designs of both motors and the electronic systems to meet the needs of many customer applications.

"Because we can get both the motor and the electronics together within one company, we have a unique advantage in the market. No one else can match our volume or the company's resources in technology development," he said.

PSO aims for high Reliability

Engineers in the Power Supply Operation of STD are also concerned about producing products with high quality and high reliability. PSO's products provide the power for illumination in copy machines.

Leroy Jackemeyer, manager of quality control and product engineering for PSO, said their goal is "designed in" reliability.

"Our main thrust is to provide equipment that will not fail as defined by our customers' requirements," he said. "The design must guarantee the reliability of the product because our customers demand 100% acceptance. If one product in a shipment is faulty, the customer will return the entire order," he explained.

In an effort to guarantee a high quality product, two new pieces of testing equipment will be installed in Building 26 in the near future.

One tester, at a cost of $145,000, will test high voltage copier power supply components manufactured in Building 26. Jackemeyer said the machine will reduce the test time from five minutes to less than one minute.

"It will automatically let only the good ones pass," he said. The testing is now done manually using a 40-year-old method.

"A high-reliability, high-quality product is important to our customers," he added. Orders from IBM, Kodak and Xerox represent 80% of the Power Supply Operation's business.

PSO will invest $175,000 in another tester which will evaluate the final power supply product. This tester, also computer controlled, will reduce test time from 12-13 minutes per unit to about two minutes. Quality test accuracy will be improved, and all data about the product will be stored for study of trends.

ECD stresses reliability

Although the Aircraft Engine Business has not begun production at Taylor Street, eventually it will increase the role of electronic technology in Fort Wayne. The new Electronic Controls Department will manufacture controls for aircraft engines.

ECD will rely heavily on high technology and quality, according to **Dale Weaver**, plant manager of ECD. Currently, analog and digital electronic controls are being manufactured. Digital electronics eventually will replace this technology. These highly reliable controls must have engineering designs that minimize the number of parts and optimize the placement of those parts for the highest degree of reliability, according to Weaver.



4 win Patent Awards in 1983

Four Fort Wayne inventors won Patent Awards during 1983.

Award winners each receive a medallion and a check for $250. The GE awards are granted when a patent application is filed.

The Fort Wayne 1983 award winners are:

- **Har Bhatnagar**, GPM-Taylor Street, (shared with James Butcher, Linton, Ind.), — an improvement on the dynamoelectric machine;
- **David Erdman** and **Harold Harms**, both CPTO, — circuit and method for controlling an electrical load;
- **David E. Berges**, GPM-Taylor Street, — method of and apparatus for skewing a stack of lamination.

A total of 19 patents were issued to GE employees in the Component Motor Division; two patents were issued for CPTO; and three patents were issued for Small AC Motor Department in Hendersonville, Tenn.

Bill Smith, HMO, was the first Fort Wayne GE employee in 1984 to win a Patent Award.

C&IMD B'way volume grows despite tough competition

Markets for the Commercial & Industrial Motor Department at Broadway are expected to improve slightly over the next few months according to department sources.



Crown fork trucks are driven by GE motors made at C&IMD Broadway. GE recently won a continued order from Crown. Don Lockwood, a forklift mechanic at Taylor Street, is shown here, with a Crown truck.

"While the DC motor product line is under extreme competitive pressure from both domestic and foreign sources, we are projecting a slight increase in sales for 1984," explained **Mark Cooke**, manager of pump and industrial sales for C&IMD.

He said the DC motor product line has seen this extreme competitive price pressure for the past 24 months. C&IMD manufactures DC motors at East Broadway.

Because of the tough market, Cooke said, "Productivity is more important than ever. The key to staying ahead of the competition is to have the best quality and productivity," he said.

Foreign competition heavy

Cooke called the DC motor business particularly "difficult" partly because, "we not only face strong domestic competition but also have to fend off both price and technological competition from foreign sources. Hitachi, for instance, is determined to enter our market for golf cart and small industrial truck motors."

Len Knecht, a senior market specialist for C&IMD, said the light truck manufacturing business was depressed in 1981 and 1982, but it is "starting to show some life." He is predicting about a 15% increase in market demand for 1984.

Golf cart market up

Demand for DC motors in the golf cart motor market is up slightly. The peak production season for golf cart manufacturers like E-Z-Go and Club Car is October through April. Knecht said the market has improved slightly due to a trend back from gasoline engines to electric motors.

The light industrial and commercial motor market is also experiencing a slight recovery from the recession. According to **Lou Klump**, senior market specialist, "Particular strength has been experienced in the elevator door drive business with a large order from GAL, despite strong competition."

A recent order from China for 220 GE locomotives to be built in the Erie, Pa., plant, will use Fort Wayne fuel pump motors made by employees at C&IMD, East Broadway.

Klump also said recent orders for adjustable speed drive motors for manufacturers such as SECO/Dana and Wer Emerson have encouraged increases in motor production.

Orders help business equipment line

Major increases in orders from IBM-Tucson have helped the business equipment motor market, according to **Walt Riedinger**, senior market specialist. Overall, he says the business equipment market (for small AC motors made at East Broadway), is "starting to turn the corner." He said it appears most customers have worked off their inventories and appear to be ordering new motors for their products.

The business equipment operation of C&IMD supplies motors for tape and disc drives, copy machines and printers. These motors are manufactured at East Broadway and Juarez, Mexico.

GE fund drive extended to Feb. 27

Gick supports Olympic-bound skaters

As president of the Fort Wayne Ice Skating Club, **Richard Gick** has a special interest in the Winter Olympics and the "Team up, GE," program. The club is the sponsor of the pair skating team of Kim and Wayne Seybold, alternates to the Olympic competition.

"They would have competed at Sarajevo this year only if someone was injured," explained Gick, a toolmaker at Taylor Street.

As the Fort Wayne club's president, Gick's role is "to keep the club going so the Seybolds and other skaters can continue to skate at a competitive level."

It will cost about $15,000 in 1984 to keep the Seybolds skating competitively, according to Gick, who is quick to say "it's worth it."

Gick calls the Seybolds' success "the highpoint of the club's activities." The pair is expected to make the World Ice Skating Team next year, and they are likely to compete in the 1988 Winter Olympics.

"The Seybolds are typical of many of the Olympic athletes. Without help from people like you and me, they couldn't do it."

The local club was proud of the pair's overall fifth place finish in the pre-Olympic trials.

Although they live in Marion, the Seybolds chose the Fort Wayne club because it is the closest figure skating club to them. The skating pair practices two or three hours nearly every day. They also lift weights and take dance lessons.

Their skating expenses are paid by a special fund which comes almost entirely from donations.

Supports "Team up, GE" campaign

Gick is an enthusiastic supporter of GE's fund-raising campaign, "Team up, GE," which allows employees to have Olympic contributions up to $15 matched by funds from the GE Foundation.

"We know how much it takes to train one skating pair. Multiply that figure by the number of American Olympic participants, and that is a big bill," he said.

"The Seybolds are typical of many of the Olympic athletes. Without help from people like you and me, they couldn't do it," Gick said.

Seybolds inspire others

The Seybolds also have inspired several Fort Wayne skaters to compete. "We have about 47 members at the competitive level, 55 beginning students and 30 adult members who are active skaters," explained Gick, who himself has never been on skates.

GE employees **Anthony Piekarski**, Building 26-2, **David Fowler**, Carboloy Division Sales, **Lynn Werling**, Taylor Street, Danny Humckey, Building 17, and Gick all have daughters who skate competitively.

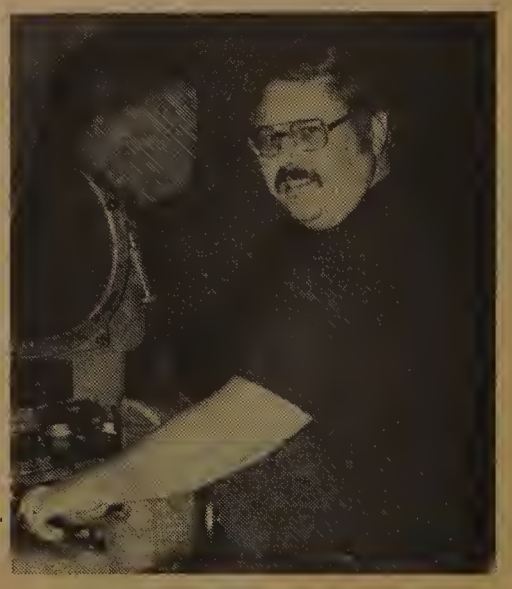


Kim and Wayne Seybold, members of the Fort Wayne Ice Skating Club, were alternates to the 1984 Olympics in pair skating competition. They hope to go for the gold in 1988.

Locally people can see skating club members in exhibition at their annual ice show, "Fantasy on Ice" April 14 and 15 at the Memorial Coliseum. The Saturday show will be at 7:30 p.m., and the Sunday show will begin at 2:30.

Pledge date Feb. 27

GE employees have until Feb. 27 to donate to the "Team up, GE" Olympic fund. The forms which all employees received this week may be returned to employee relations offices. Pledges and donations also may be mailed directly to the U.S. Olympic Committee in the envelope provided.



Richard Gick, Taylor Street, spends about 30 hours each week helping to support local Olympic hopefuls.

C&IMD changes to aid transition

Frank Kurung, manager of manufacturing for the Commercial & Industrial Motor Department, announced last week that **Pat Palmisano** will be manager of C&IMD plant manufacturing operations at Broadway and Taylor Street effective immediately. Palmisano had been the Broadway plant manager.

In addition, Kurung announced the appointment of three project managers to head C&IMD transfers and Fort Wayne facility consolidations announced recently. **Bruce Laube**, formerly materials manager at Taylor Street, will be project manager for the Small AC transfer from Broadway to Juarez. **Hollace McKinley**, formerly manufacturing engineering manager at Broadway, will be project manager for the DC motor facility rearrangement; and **Dave Morse** will be project manager for the 180-frame motor transition from Winter Street to Hendersonville, Tenn.

These appointments and others announced last week were made "to assure continuing coordination of production, quality and customer service needs that the plants must continue to provide throughout the transition," said Kurung. "In this manner, we will be able to work together to make the projects happen.

"The next year to 18 months will be especially challenging to all of us in the manufacturing organization," he concluded.







Everyone can paint!

Sixty-six Elex Club members learned to paint with oils last week at the club's most popular annual event. Club members shown are (left) Dolores Benzinger of Building 21; (top left) Fern Ehmcke of Building 21; Lorine Peters, Elex Club adviser, Building 18-3; (above) Sarah Saxman of the Wire Mill, Grace Jones of Building 4-2; Marcene Hine of Building 4-2, and Evelyn Hawkins, who is retired. Margaret Silk is the instructor.

General Electric News

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GENERAL ELECTRIC

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Aircraft business wins 2nd big order

An announcement last week that the Navy plans to use General Electric aircraft engines in future production of the F-14 fighters gives GE its second large government order in a week.

The engines needed to fulfill the Navy orders will not be delivered until early 1986. That's when the Aircraft Engine Electronic Controls Department is expected to be nearing full production at its new Taylor Street location.

Last week GE won an order for 75% of the engines the Air Force will buy for its most advanced jet fighters during fiscal year 1985.

Pratt & Whitney was the main competitor for both orders.

Adlets

FOR SALE

TWIN BEDS w-mattress & springs; chest; dresser; night stand, $200. 456-1795.

'9 EL CAMINO, V-6, 3 spd, very good cond, low mileage, $4,495. 432-3844.

HOUSE, SW, 5 rms, 2 lg bdrms, tiled bath up, bsmt fr, gas heat, hdwd fl. 432-8926.

MAGNAVOX THEATER 25" color TV, AM-FM stereo/phono, remote control, $75. 422-6820.

HURRICANE WHEELS w-P185 Pierrelli tires, 4, 13"x5.5", $400. 1-897-2503.

UPRIGHT PIANO, old style, reasonable. 483-7681.

TOY COCKER SPANIEL, papers, 4-1/2 mos., hsbrkn, $100. 422-5483.

KING-SIZE WATERBED w-bookcase headboard, & all access. 483-5593.

3 PC. BEDROOM SUITE, $125; dining room table & 5 chairs, $50. 424-7687.

'76 DATSUN, 4 spd, no rust, good cond., $1,200, before noon. 747-6640.

GE SIDE-BY-SIDE REFRIGERATOR, 19 cu. ft., cprtne, good, $55. 749-2494.

HOCKEY GAME w-folding stand, $5. 456-4170.

ALUMINUM STORM DOOR, 2'8"x6'8", $15. 747-4025.

'78 CONV. VAN, clean, many extras, $4,800. 482-1295.

'70 MUSTANG, 302, AT, ps, collector's dream, ex. cond., best offer. 432-6059.

In memory

Andrew J. Bordner, New Haven, died Feb. 1. He was a machine operator in Building 4-2 prior to retiring in 1968.

TRACTOR M FERG. 230, w-hvy dty loader, $6,000. 485-4352.

40 YR. SNK SET, 12 plates - milk gl. cups. 1-244-7796.

WANTED

LIONEL & AMERICAN FLYER TRAINS, any cond. 1-724-8011.

BABYBED, in good cond. 483-1455.

FOR RENT

UNFURNISHED HOUSE, 5 rms, adults, no pets, $130/mo. plus deposit. 484-4938.

ONE BDRM APT., carpeted, upstairs, near TS-GE, $180/mo. 449-0383.

SERVICE

CONTINUOUS GUTTERS & SIDING, free est. 627-2858.

SWEETCAKES THE MAGIC CLOWN, live animals, more, fun for all ages. 445-8453.

CONCRETE CONSTRUCTION - repair/replace, aft. 6 p.m. 446-5643.

COMPUTERIZED TAX PREPARATION by CPA. 432-7100.

Bowling

Small Motor 2/8/84

Kirk Baker	220
Jerry Williams	215
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Seniors

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Jack & Jill

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GE Office 2/8/84

Ed Fischer (226)	612
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GE 12" Buffet Skillet



SK45CAS

Cast skillet for even heat distribution. DuPont's Silver-Stone® non-stick surface.

NEW LOW PRICE!
EMPLOYEE PRICE
WAS **$37.97**
NOW **$29.97**
YOU SAVE $8.00

AT YOUR EMPLOYEE STORE
1030 Swinney 10-5:30 M-F

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GE NEWS BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:
☐ **For Sale** * ☐ **Ride Wanted**
☐ **Wanted** ☐ **Riders Wanted**
☐ **For Rent** * ☐ **Lost**
☐ **Free** ☐ **Found** ☐ **Service**

(PLEASE PRINT NEATLY)

Ads must be received only on this form **by noon Friday** for publication Thursday. You may submit only one adlet per issue of the **GE News. No more than 40 letters per Adlet, please.** Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

* The item(s) referred to in this ad are in no way connected with any business venture

_____
Signature

Employees of all ages find benefits in DPA



Richard Nelson, Building 4-3, is planning for his retirement which could be 30 years away.

36-year-old saves for secure retirement

Richard Nelson, a drill press operator in Building 4-3, said he is probably the youngest person on his floor.

But he talks about planning for retirement as if it were just around the corner.

Richard signed up for the Deferred Pay Account option presented in recent weeks to all employees.

He's also been encouraging some of the older people he works near to sign up for the new S&SP option. "I've talked to some of the ones closer than me to retirement, trying to get them to sign up," he said.

Explaining his philosophy, he said, "Too many people just live for today. I like to look at the future."

Richard doesn't think he can count on Social Security to give him enough income when he retires. "I don't think you're going to do as much when you retire on Social Security and a pension alone."

Always considering himself a good saver, Richard put his S&SP money in the HP Funds because "that earns the best interest," he said.

Christliebs attracted to DPA to defer taxable income

Sharon Christlieb, a connect and weld operator at Taylor Street, hasn't heard a presentation about the new Deferred Pay Account option of the Savings & Security Program yet, but she knows she's going to sign up for it.

Her husband, **Paul Christlieb**, supervisor of graphic reproduction, in Building 8-2, has already told her DPA is a must for them.

"We think DPA is a good tax shelter," said Sharon. With their combined incomes, the Christliebs believe shelters that defer taxable income until retirement are to their advantage.

Although Paul has six years and Sharon has eight years until retirement, having enough money to do what they want when they retire is important to them.

"The whole S&SP (Savings & Security Program) has been a godsend for us. We cashed in our payout in 1977 and paid the farm off with it," said Paul.

Retiring on that 54 acre farm in Noble County is the Christliebs' goal. They planted 4,000 black walnut trees three years ago, which will give them added income and something to do after retirement.

They also plan to continue selling antiques at their shop in Churubusco.

In their spare time, they plan to watch their two grandsons grow up.



Paul and Sharon Christlieb, a two GE-paycheck family, are signing up for DPA as a tax shelter.



Jeannette Hart, Building 17-4, wants to have a good retirement income.

DPA gives new meaning to S&SP for Jeannette Hart

"Anything I don't understand, I don't want to get involved in."

That commonly-used statement is how **Jeannette Hart**, a crimper in Building 17-4, described her feelings about the Savings & Security Program until last week.

"I never really understood the basic idea of S&SP until the meeting last week explaining the DPA (Deferred Pay Account) option," explained Jeannette.

"I saw how much money I had lost over the years, so I decided to get into both (S&SP & DPA) at the same time," she said.

Jeannette signed up for DPA to save paying so much income tax. "I'm single and have no dependents, and they take out a lot of tax money each week. I can sure see I can save each week as far as taxes are concerned," she explained.

Although retirement is at least 15 years away, having enough money for retirement is a goal for Jeannette. "When I retire, I don't want to be sitting home watching TV all the time. I know some retired people who didn't save enough, and they're having a rough time. I don't want to be like that," she said.

Saving is not new for Jeannette, but she sees it differently now. "Before, I saved my money. But now I want to get the most for my money."

Employees who wish to see tax savings in their first March paycheck as a result of participation in the new Deferred Pay Account option must submit enrollment forms to Building 18-1, Benefits office, by Feb. 20.

Electronics courses required for ECD tester jobs this fall

Initial hiring of R-18 testers for the Aircraft Engine Electronic Controls Department (ECD) will take place in the last three months of this year.

Employees "on the move" will have first chance at ECD Taylor Street jobs, followed by those on recall.

"To obtain these positions, candidates must have passed or established their proficiency in a test fundamentals course developed for us by Ivy Tech," said ECD Plant Manager **Dale Weaver**. As a prerequisite to that course, individuals recently must have taken a course in AC or DC fundamentals from some accredited school.

"If you are interested in becoming a tester and haven't taken an electronics course in the last few years, you should be contacting Ivy Tech and enrolling in their DC fundamentals course that starts Feb. 28," advised Weaver.

"If you don't take such a course now, there will be one more opportunity during the summer to enroll. If you want to be eligible for tester consideration in the fall, you need to act soon," he said.

Information about Ivy Tech courses are available at the campus, corner of North Anthony and Coliseum Blvd., or by phone 482-9171. Basic electronics courses also are offered at Indiana-Purdue Fort Wayne and through the Fort Wayne Community Schools department of continuing education.

Employees can obtain tuition refunds through the Individual Development Program for successfully completing courses approved in advance by their department. Employees also may withdraw money from their Savings and Security Program savings for educational expenses without losing the company matching payment. For more information, contact an employee relations representative.

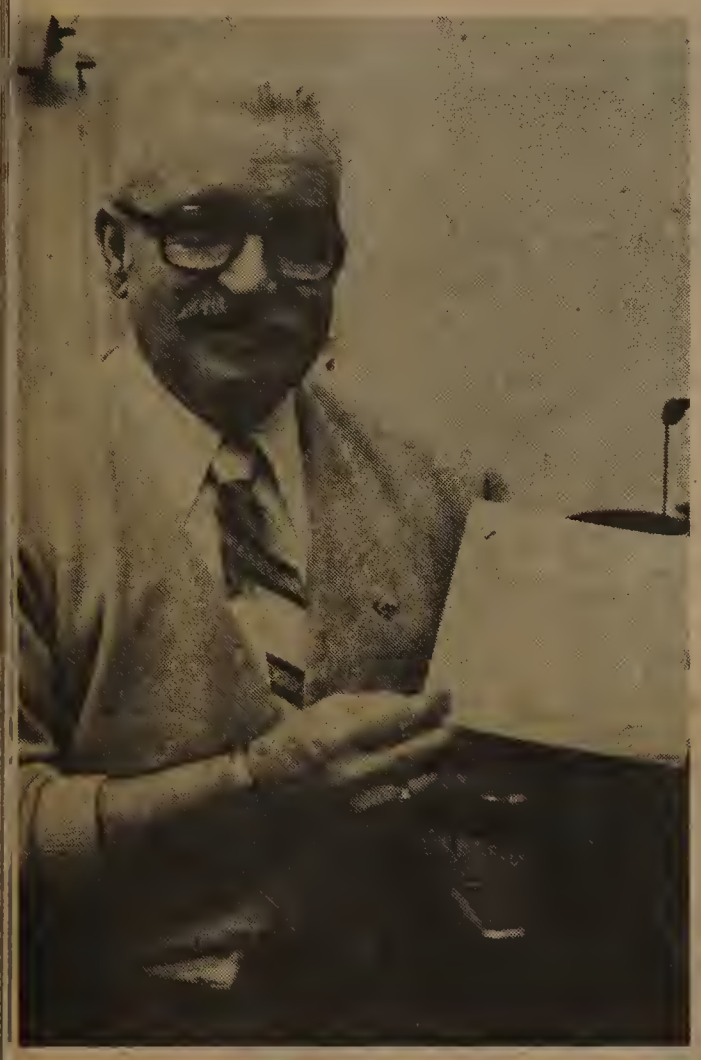
General Electric News

FEBRUARY 23, 1984 — FORT WAYNE, INDIANA — VOLUME 66, NO. 8

It pays to file, understand statements

Employees almost threw away S&SP savings

One Savings and Security Program participant recently discovered the mysterious piece of paper he "almost threw away" was worth over $900.



Gene Volkert, a supervisor in Building 17-3, shows the Long Term Fund statement he received recently. He makes sure he saves all such statements from S&SP. "People get so much stuff like this in the mail, it's easy to throw it away. But that orange slip (LT Fund Statement) is worth money!" he said.

Another found out she had been overpaying income taxes on U.S. Savings Bond interest by about $200 a year.

And a third was shocked when she found out the innocent looking document in her safety deposit box was worth more than $10,000.

"It pays to save and understand the S&SP documents you receive," says **Doyt Schaadt**, manager of personnel accounting and banking. He offers the following advice to employees and pensioners who have received "payouts" or distributions from S&SP savings:

Securities are form of money

Even though they don't have George Washington's picture on the front, S&SP statements can be worth hundreds, maybe even thousands, of dollars to the person who owns them.

In the January S&SP payout, many Fort Wayne employees received an orange colored statement labeled, "General Electric S&S Long Term Interest Fund" and a blue statement labeled, "General Electric S&S Program Mutual Fund."

The Long Term Fund statement is valuable because it indicates how many units the person owns as the result of a distribution of their savings in the Holding Period Interest Fund (HP Fund). The blue statement went to owners of S&S Mutual Fund units, including those receiving a payout of their savings.

The right side of each statement may be mailed to Schenectady, N.Y., to redeem part or all of the units for cash. The left side, called the "Statement of Account," contains important information and should be saved. This information includes the number of book units owned and the "tax cost" to use when reporting gain or loss on sale of the units. It also shows the amount of income and dividends that must be reported on personal income tax forms.

"Once employees have these statements, it's important for them to keep accurate records for tax purposes and to decide when is the right time to sell their securities," said Schaadt.

Tax treatment of U.S. Bonds

When it comes to U.S. Savings Bonds, it is very important that employees keep the colored cards that accompany the bonds in each mailing. Some employees who have redeemed **bonds purchased with company matching payments** have unknowingly overpaid their taxes. This is because they did not pay close attention to the card that was mailed with the bonds.

Bonds purchased with company payments have a "tax cost" equal to their redemption value at the time of distribution. The tax cost ("redemption value") is printed on the card. Employees who report interest income based on these bonds' original issue price instead of their redemption value at distribution are overpaying their taxes, says Schaadt.

For example, bonds purchased with company matching payments in January 1980 had an "issue price" of $50. However, the "redemption value" of $66.80 printed on the blue cards delivered with those bonds last month is the "tax cost." So if those bonds are later redeemed at maturity value of $100, the taxable income will be $100 minus $66.80 — **not** $100 minus $50.

This can be confusing when banks issue 1099 Forms to the Internal Revenue Service and to the employee. If the redeeming bank reports a "tax cost" equal to the original issue price of the bonds, Schaadt advises employees to send a copy of the "redemption value" card with personal income tax forms when reporting the interest earned.

Bonds purchased with employee contributions have a tax cost equal to their issue price. For this reason, there is usually no problem in figuring income taxes owed when these bonds are redeemed.

Schaadt advises S&SP participants to save and read all the S&SP statements they receive and to study the program in the S&SP Prospectus and GE benefit booklets.



Construction progresses at Taylor Street

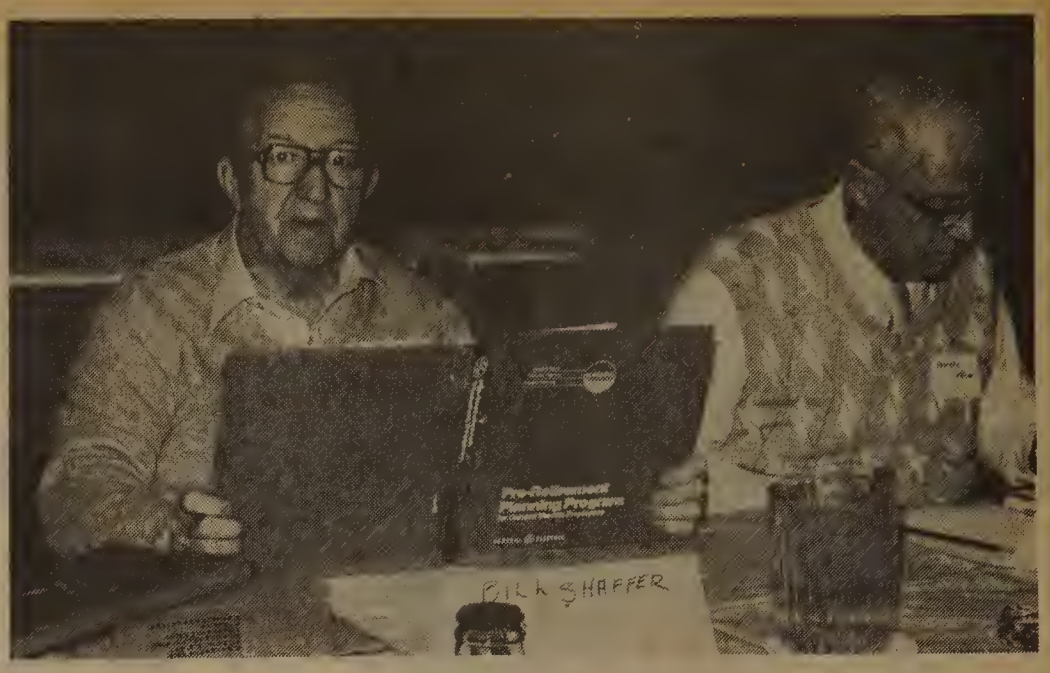
Plastic curtains to keep construction dust away from Section 14 were hung on Monday according to Tim Muldoon, resident manager of General Electric's Real Estate and Construction Operation.



Wooden bricks flew Monday at Taylor Street as bulldozers began tearing up the wooden floor. A new concrete floor will be laid for the new Aircraft Engine Electronic Controls Department.



Employees over age 55 are being invited to bring their spouses to pre-retirement seminars. Barbara Bugg (left) coordinates the program. Robert "Gabby" Meehan and his wife Dorothy attended the first seminar.



Bill Shaffer, Building 26-4, and Harold Welch, Building 27, were two of 16 future retirees who attended the first Pre-Retirement Planning sessions. Employees who will be at least age 62 will be invited to the sessions first.

Employees pleased by Retirement Planning Seminars

"A success."

That was the unanimous response of the 16 participants in the first Pre-Retirement Planning Seminar conducted on two recent Saturdays at Hall's Guesthouse.

All employees age 55 and over will eventually be invited to attend one of the seminars. Employees closest to retirement age are the first ones to be invited.

According to **Barbara Bugg**, program director, over 800 employees will be qualified to participate over the next three years.

"It will be several months before we are able to make the program available to all those who are eligible," said Bugg.

Although those invited to attend soon are those who are nearest to retirement, Bugg said, "We're not turning away anyone; we have a special consideration list."

Over-62 group invited first

She said invitations so far have been sent to those who will be at least age 62 in 1984. She also said, "We'll work as far down the list as quickly as we can."

The two-day sessions cover all areas affected by retirement including GE benefits, personal finances, health considerations and lifestyles.

Bill Shaffer, a die process worker in Building 26-4, said the time he spent at the seminars was "well worth it and was something all employees would benefit from." He also said, "Those 10 to 15 years away from retirement could use this so they could plan and know if they're right on board or missing the boat.

"The fact that they brought in a representative from Social Security meant a lot to me," said Shaffer who is scheduled to retire Feb. 29.

Spouses invited

Employees are encouraged to take their spouses with them to the seminars.

"My wife didn't go to the first one because she said my retirement was my decision. But I wanted her aware of all the things they told us, so I asked her to come on the second Saturday; she was glad she went," explained Shaffer.

Dale Grigsby, a lab process specialist for STD, was also glad his spouse could attend. "I think it helps for my wife to be involved in the planning," he said.

Dale said the information about signing up for Medicare was helpful to him. "I was glad Barbara pointed out we have to sign up for Medicare by age 65. I also enjoyed Dr. Chase's presentation on changes in health attitudes," he said. **Dr. Jim Chase** is Fort Wayne's medical director.

All 16 participants seemed to find something helpful.

"Mostly we learned we will have to start doing all the tax deductions for ourselves," said **Howard Welch**, a group leader in Building 27."

Jim Baker, a tester at Building 27, said he and his wife had "a wonderful time. We enjoyed it and got a lot out of it."

He also said, "They fed us like kings."

Manufacturing Management Program challenges newcomers

Three recent manufacturing engineering graduates are working at Fort Wayne as part of their two-year training on GE's Manufacturing Management Program. (MMP)

While on the program, MMP parparticipants spend one year each at two locations and complete four different job assignments.



Steve Gregoire (left) and Greg Browning recently began the two-year manufacturing program.

The assignments are usually in the areas of materials operation, shop operation, quality control and manufacturing engineering.

One of 60 women in the program, **Laurie Loomis,** has been at Taylor Street about six months. Currently, she is on the shop operation assignment as second shift supervisor in Section 14.

Supervisory job a challenge

Being new, female and age 24, Laurie has had quite a challenge supervising the employees, all over age 30.

Laurie said she has faced some "apprehension" from her employees and also from some of her superiors. "They've never had a woman in Fort Wayne on the manufacturing program, so it was something new for them," she said.

But Laurie is determined that showing them a good job performance, will earn everyone's respect. "Education gets you here, but that does not keep you here," she said.

A native of Ohio, Laurie plans to pursue a career in a high-tech GE business on the East Coast, or "at least do my best at GE and see where that takes me," she said.

The most recent MMPs to come to Fort Wayne are **Greg Browning** and **Steve Gregoire.** Both began their programs last week at the Hermetic Motor Operation, Building 17.

Also from Ohio, Greg is enthused about the variety of the program. "I'll get to see four different areas of manufacturing. Then I can see which one I'm best suited for," he said.

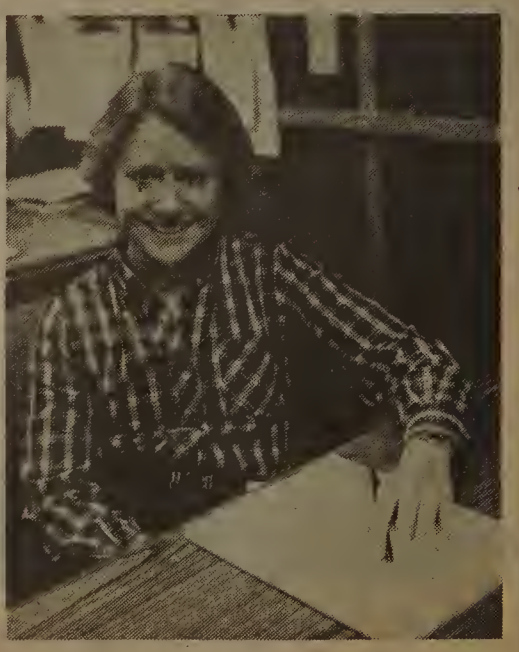
A native of Wisconsin, Steve was attracted by the prospect of getting exposure to many aspects of engineering. "GE is such a huge corporation, I'm sure as soon as I can figure out what I want to do, GE will have it," he said.

Program gives broad background

According to **Hank Meincke,** Building 18-3, MMP project manager for the Midwest West region, the purpose of the program is to give entry level employees in manufacturing experience in the broad spectrum of manufacturing work.

He said, "We try to maximize their experience in manufacturing and to provide a solid background for future growth."

Because the GE program considers only the top 25% of an engineering class, only top candidates in turn are attracted. "The program is recognized throughout the industry as the premier manufacturing program," he added.



Laurie Loomis works as second shift supervisor at Taylor Street as part of her Manufacturing Management Program.

Parking changes at Taylor, Broadway announced

Effective Monday, Feb. 27, inside parking at the Taylor Street facility will change. Only vehicles displaying new purple "Y" stickers will have access to inside parking at Taylor Street after that date. This includes visitors.

This change is necessitated by the substantial renovation of the Taylor Street facility scheduled to begin toward the end of February. Construction projects will be underway on the east, west and south sides of the building. This activity will prohibit parking in or near the construction areas.

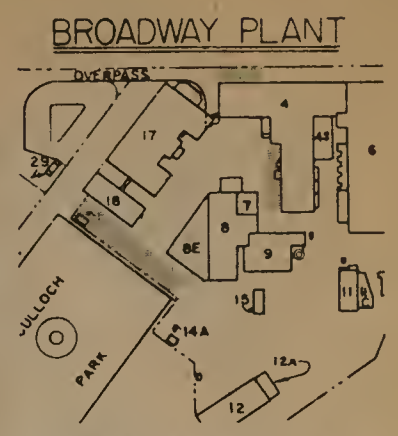
Taylor parking changes

Taylor Street parking will be as follows:

- Inside parking will be provided on an assigned basis only for individuals with the new purple "Y" stickers. For the headquarters parking area, individuals must be at least subsection reporting level or above. Plant parking in this area (Taylor Street Operation, Transportation, and Wire Mill) is for plant staff reporting level personnel and above.
- One new restricted area will be the area previously allocated for visitors along the north-south fence on the north side of the guard house. This area has been designated for those employees with special needs, such as frequent commuters to other plant locations.
- All salaried employees who have not been assigned to either of the above two areas will park in Lot 4, the southeast quadrant of the main parking lot. Parking in this area is not assigned by space; it is a first-come, best-space basis.
- A new Visitors' Parking Area has been designated. Signs indicating restricted parking have been installed. All visitors without purple stickers will use this area. Entry is gained at the Bevel Street entrance of the main lot.
- Parking for hourly-paid employees will not change.

This change in parking at Taylor Street coincides with a minor change at Broadway. For some time there have been two levels of "Y" parking inside the East Broadway facility. The area along the fence by the park and by the north railroad tracks has been restricted to those with "00" Y stickers (section level). These employees will also be issued new purple "Y" stickers. This means that effective Feb. 27, Broadway parking along the fence by the park, along the railroad tracks, and one space by Bldg. 4, and all Taylor Street inside parking will be reserved for those with purple "Y" stickers.

Taylor Street green "Y" stickers will continue to be honored for inside parking at East Broadway. Employees are reminded that if there are no available spaces in the regular "Y" areas, they should park in the Monogram Lot. Under no circumstances are they to park in the purple "Y" areas or in fire lanes. Violaters are subject to having their vehicle towed.



Shaded areas designate new purple 'Y' parking.

It is important that all employees cooperate with these new parking regulations. Although the construction at Taylor will undoubtedly cause a certain amount of disruption and inconvenience, it can be minimized if all employees try to cooperate with the new regulations. Allocation of inside and other restricted spaces is approached with attention and consideration to level, reporting level, and special needs.

Elex Club hosts tour to Nova Scotia

The Elex Club is hosting a vacation Shutdown tour to Nova Scotia from July 27 to Aug. 4. Elex Club members, GE employees, retirees and guests are invited to sign up.

To reserve a place, $150 per person is required. The total cost of the trip is $1,249 for those sharing two-person accommodations. Final payment is due May 26.

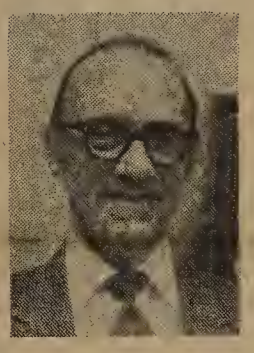
The price covers roundtrip air transportation from Fort Wayne, hotel accommodations including an extra night in New York City, 20 meals, all transfers, motorcoach sight seeing in Nova Scotia, admissions, all taxes, baggage handling (one suitcase per person), bag carrier gratuities, and the services of a tour director and driver.

For more information on the complete itinerary, contact the Elex Club office, 423-3240. The tour is escorted by Guenninger Travel.

40 years of service



Mable Eldridge
Taylor St.



Art Rasor
Wire Mill

GE netters half done

Volleyball results from the first part of league season play show the team, "AML," captained by **Gary LaRue**, in first place with a record of 10-1.

In second place are the "Better Netters," captained by **Bill Freiburger**, with a record of 9-2. Third place is held by "GPM No. 1," captained by **Claude Sparks**. Fourth place is held by **Tom Clymer's** team from Building 19-4.

Two teams are tied for fifth place. They are "GPM No. 2," captained by **Mary Watson** and the "Gleeks," captained by **Mike Bultemeier**.

Adlets

FOR SALE

DAVENPORT, 90", med. grn, 3 cushons, ex. cond. 1-627-3387.
ANTIQUE PIANO, upright; antique chest w-marble top. 637-8353.
FIREWOOD, high quality. 547-4104.
POOL TABLE, 4'x8', 3 pc. slate, like new, extras, $650. 485-2357.
HAY — 300 bales, mixed, $3/bale. 639-3826.
HAMMOND ORGAN, Spinet, 4 yrs. old, used 6 mos., like new, $1,050. 747-4745.
HOUSE, SW, 5 rms, tiled bath up, lg rooms, 2 bdrms, lr, dr, ktch, bsmt fr, gas ht, hdwd flrs. 432-8926.
'73 DODGE DART, runs good, new tires, best offer. 447-9761.
ROYAL TYPEWRITER, '75; 14 lb. bowling ball & bag, $15, ex. cond. 747-3871.
'74 VEGA HATCHBACK, best offer. 456-6032.
SNOWMOBILE SUIT, man's sz. 46-48, $50; 950x16.5 snow tires on whls, $50, call aft 5 p.m. 489-5144.
S&W CHROME 357 MAGNUM 4", w-holster; Titan 25 cal. auto w-holster, call aft. 6 p.m. 749-8697.
'78 MOBILE HOME, 3 bdrms, 1-1/2 baths, ktch w-appls., many extras, assume mtg, wknds or aft 6 p.m. 489-6857.
'77 ELDORADO SPORT, new paint, good cond., priced to sell. 745-4128.
'81 MAXIM 650, 6,700 miles, shaft drive, blk, mint, mst see, $1,800. 456-6185.
'75 GE REFRIGERATOR, 11.5 cu. ft., ex. cond., $100. 484-3714.
'70 MUSTANG, 302, AT, PS, collector's dream, ex. cond., best offer. 432-6059.
'70 SKIFF CRAFT CABIN CRUISER, I/O 140 HP Merc., tandem trlr, $4,900. 486-4490.
AMMUNITION, 9 mm, 45 & 38; guns — 22 auto S&W Beretta, 9 mm colt 22. 426-4485.
'81 HONDA 750K, wndshld, adj backrest, runs well, looks great. 485-3934.
4 SETS TWIN MATTRESSES & BOX SPRINGS, $20/set; 1 comp. bed. 456-8904.
DINING RM SUITE, king sz. headboard, like new. 747-5692.

FOR RENT

ONE BDRM APT., $160/mo. plus util., clean, new carpeting. 449-0383.
WAYNEDALE: Upper 5 rm apt, appls., water furn., adults pref., no pets. 622-4552.

SERVICE

INCOME TAX PREPARATION by CPA. 432-7100.
CONCRETE CONSTRUCTION — repair/replace, call aft. 6 p.m. 446-5643.
SWEETCAKES THE MAGIC CLOWN — live animals, magic, more, all ages & occas. 445-8453.
CONTINUOUS GUTTERS & ALUM. SIDING, free est. 627-2858.

FREE

KITTENS, three-qtrs grown, both long & short hair. 639-3826.
WHITE BIRCH WOOD, you cut down tree. 627-3904.

WANTED

LIONEL & AMERICAN FLYER TRAINS, any cond. 1-724-8011.
6" JOINTER/PLANER. 424-2375.
TENT, good cond., reasonable. 747-5531.
ROGERS 1947 SILVERWARE, Adoration design place style. 483-8404.
FISH LOCATOR. 483-7647.
UPRIGHT PIANO, good cond., reasonable. 493-3363.

RIDE WANTED

HAMILTON, ASHLEY OR AUBURN to Winter St., 2nd shift. 488-2677.

In memory

Martin R. Frick, Warsaw, died Feb. 12. He was a grinder at GPM Broadway prior to retiring in 1974.

Ludwig Stetter, 2217 Eby Street, died Feb. 6. He was a drill press operator in Building 4-3 prior to retirement in 1961.

Bowling

GE Office

Steve Scherer (235,233,161)	629	Steve Scherer (213,193,201)	607
Bob Lehman (196,205,226)	629	Don Gilbert (236-194-172)	602
Ray Franklin	217	Ed Fischer (254,192,223)	669
Henry Heiberg	213	Kirk Baxer (165,165,232)	602
Roy Elwood	213	Larry Franck	220
		Mel Guillaume	213

Small Motor

Greg Wiley (300) (169,152)	621	Shirley Bohner	210
Marlin Leininger (169,221,204)	614	Rosie Ort (171,166,164)	501

Jack & Jill Mixed League

***ADLETS**
GE NEWS BLDG. 18-3
NO ADS TAKEN BY PHONE

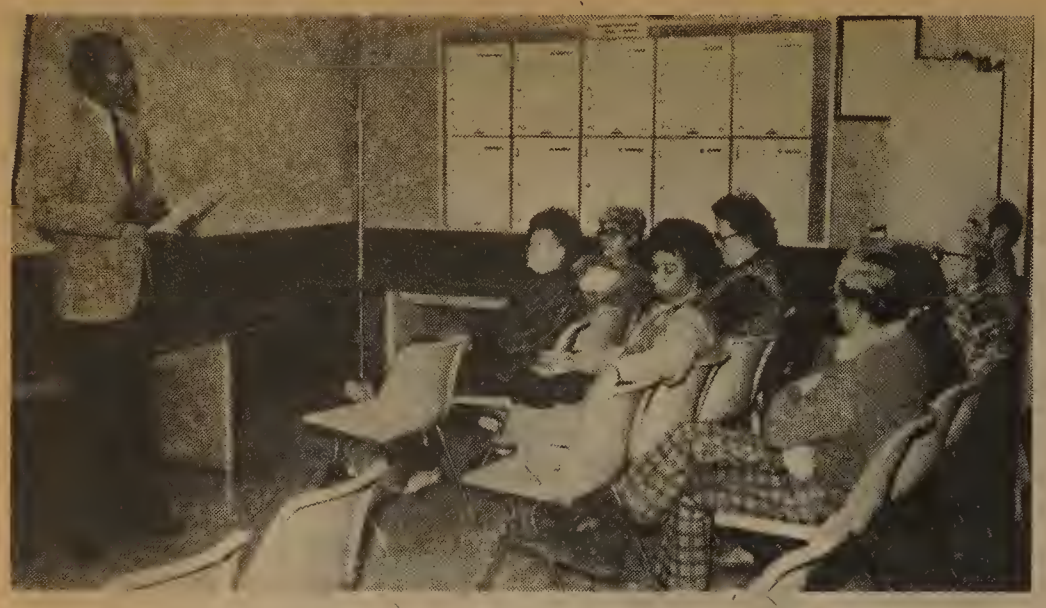
INDICATE TYPE OF AD HERE:
☐ For Sale * ☐ Ride Wanted
☐ Wanted ☐ Riders Wanted
☐ For Rent * ☐ Lost
☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form **by noon Friday** for publication Thursday. You may submit only one adlet per issue of the **GE News. No more than 40 letters per Adlet, please.** Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____
Address _____ City _____
Home Phone _____ Bldg. _____
* The item(s) referred to in this ad are in no way connected with any business venture

_____
Signature



Sign up anytime for DPA

Employees can sign up anytime for the new Deferred Pay Account Option of the Savings and Security Program. Dwight Mosley, employee relations specialist at Component Products Technology Operation, (left) and other relations representatives have finished their scheduled employee presentations about DPA. The publicized Feb. 20 deadline was for employees who wanted the tax reductions of the new option effective with their first paycheck in March.

Checks return 40% of contribution

S&SP life insurance refunds arrive

Participants in the life insurance option of the Savings and Security Program will soon be receiving refund checks.

The refund will amount to 40% of the 1983 premiums paid by each participant.

The refund will apply to everyone who made payments for S&SP insurance coverage during 1983 whether or not they are still on the payroll.

Under S&SP, participants can earmark 1% of their pay for the special S&SP life insurance as part of their program deduction each week. This is part of the employee's basic savings for a company matching payment of $1 for every $2 invested.

Employees who receive the refund also will receive a letter explaining the lump sum benefit option.

Employees can sign up for this lump sum option by completing a special form available in the personnel accounting office in Building 18-1.

The form is necessary to enable beneficiaries to receive a lump sum settlement in the event of an employee's death. Otherwise, beneficiaries automatically receive payments according to the installment payment provisions of the plan. Beneficiaries do not have the right to change the settlement option. The amount the beneficiary receives is determined by the employee's age at death and their earnings in the year prior to their death.

Here are the multipliers currently used to determine the death benefits under the lump sum payment option:

If your age at death is:	Your beneficiary will will receive your final year's earnings times:	For instance, if your final year's earnings were $17,000, your coverage would be:
under 30	10.57	10.57 x $17,000 = $179,690
30-34	9.47	9.47 x $17,000 = $160,990
35-39	6.60	6.60 x $17,000 = $112,200
40-44	4.34	4.34 x $17,000 = $ 73,780
45-49	2.32	2.32 x $17,000 = $ 39,440
50-54	1.33	1.33 x $17,000 = $ 22,610
55-59	0.84	0.84 x $17,000 = $ 14,280
60 or over	0.57	0.57 x $17,000 = $ 9,690

S&SP investment prices listed

Here is the report on the prices for GE Stock, Mutual Fund, and Holding Period Interest Fund used under the Savings and Security Program to credit participants' accounts.

The Long Term Interest Fund price for the last day of the month is also shown, as well as year-to-date annual income rates for both the HP and LT Funds.

Month	Stock Price	Mutual Fund Price	Holding Period Fund Price	HP YTD Annual income Rate (a) 1981	1982	1983	1984	Long Term Fund Price	LT YTD Annual Reinvestment income Rate
Jan	$56.482	$32.991	$10.00	13.2%	16.5%	13.7%	13.0%	$10.42	11.8%(b)

(a) The "Announced" HP Fund Rate was **13.00% for 1981, 16.25% for 1982, 13.25% for 1983,** and **12.75% for 1984.**

(b) At January 31, 1984 the net current yield of the long term investment portion of the fund was 12.25%.

'Sharing' earns Miracle $250

Judy Miracle's effort simply "to share with others what I do" brought her a $250 Suggestion Award.

She had been forced to leave her job as a winder in Building 26-5 for six months because of a bout with cancer. Following a series of cobalt treatments, she was able to return to work.

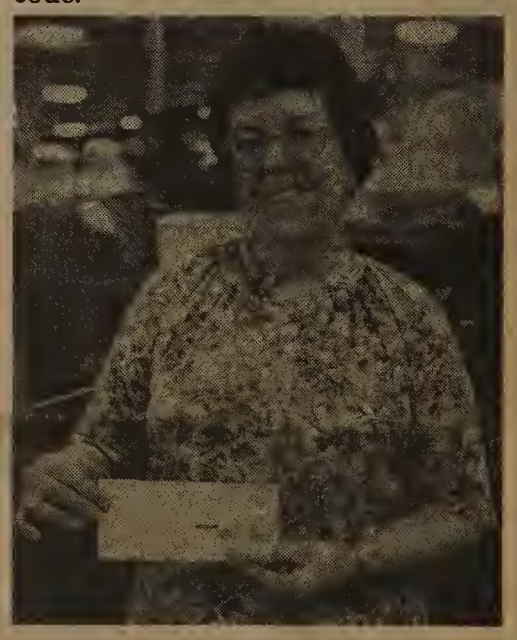
"I felt bad because I had to leave my job so quickly when I got sick, so I thought it would ease my conscience if I wrote up what I did in case something happened to me and I got sick again," she said.

Her efforts produced a typewritten 20 page manual for setting up and running the flyer winder she operates.

During the days when she returned to work, she thought about each step of her job. "I tried to think how I would say it simply so anyone would understand; then when I went home, I wrote it down. It's hard to say how long it really took me because there was so much thinking time involved," she explained.

The machine Judy operates was rebuilt about three years ago, and much of the setup information had changed.

Francie Harter, facilities engineer for Specialty Transformer Department, called Judy's manual "more complete than most methods instructions and well beyond her job code."



Judy Miracle won a $250 suggestion award for writing a manual for the machine she operates in Building 26-5.

'Team up, GE' deadline Feb. 27

Although the Winter Olympics are over, GE employees have until Feb. 27, to donate to the "Team up, GE" Olympic fund.

The forms distributed to all employees this month may be returned to employee relations offices. Pledges and donations may also be mailed directly to the U.S. Olympic Committee in the envelope provided.

Employee gifts of up to $15 will be matched by the GE Foundation to a maximum of $500,000. Donations are tax deductible.

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MIXERS
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16 ☐ M22 $2

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02 ☐ EC33 $2

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07 ☐ DCM9B $5
50 ☐ DCM10 $4
08 ☐ DCM14 $7
09 ☐ DCM15 $7
10 ☐ DCM18 $7
11 ☐ DCM50 $7

KS1# PISTOL DRYERS
18 ☐ PRO6 $5
19 ☐ PRO8 $5
20 ☐ PRO9 $5
22 ☐ PRO15 $3
24 ☐ PRO18 $4
25 ☐ PRO22 $3
45 ☐ PRO27 $4
26 ☐ PRO30 $5
46 ☐ PRO40 $3
47 ☐ PRO50 $5

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48 ☐ SD9 $4
49 ☐ SD10 $4

TOASTERS
29 ☐ T17/B $3
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KS1# CURLING IRON
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HAIRSETTERS
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15 ☐ HCD8 $3

SMOKE ALARMS
27 ☐ 8201-401C $5
28 ☐ SMK2 $3

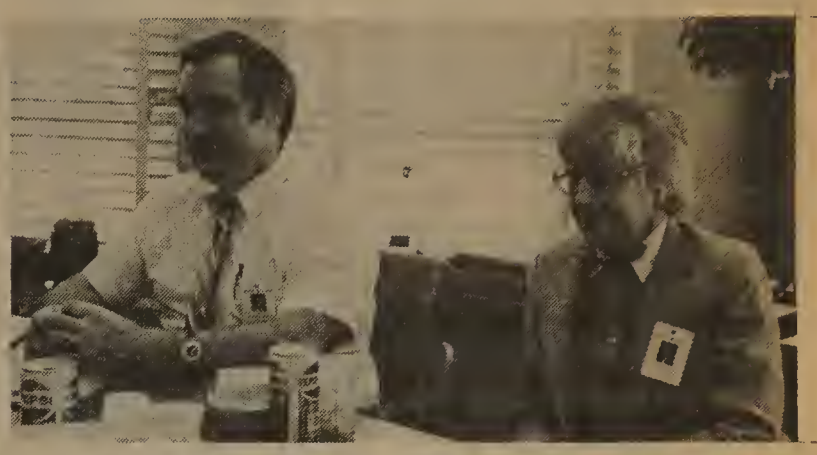
CURLING BRUSH
04 ☐ HCB3 $4
05 ☐ HCB4 $4
06 ☐ HCB5 $2

General Electric News

FORT WAYNE, INDIANA

MARCH 1, 1984 VOLUME 66, NO. 9





(Above) Ray Watkins, acting plant manager for Hermetic Motor Operation, and Dottie Askren, plant relations manager, have been holding regular Chat and Chew meetings with employees to discuss the transfer of the product lines to Scottsville, Ky. (Left) These employees from Building 17-3 participated in the recent lunch. They are, from left, Rebecca Cornelius, Marcile Howe, Helen Shaw, Dolores Benzinger, and Mel Smith.

HMO employees discuss effect of transition on jobs

At a Chat and Chew session last week, four Hermetic Motor Operation employees candidly discussed how moving HMO product lines to Scottsville, Ky., will affect their jobs.

Ray Watkins, acting plant manager, told employees he expects employment to remain at the current level through May, when the product transfer is scheduled to begin.

Trane line first to go

Single phase motors built for Trane Central Air Conditioning will be the first to go, followed by other product lines. The transfer process is scheduled to be completed by the second quarter of 1985.

"We'll have business as usual until May," said Watkins. "We're going to stay flexible and responsive to our customers' needs. After May, although our volume of business will drop, our challenge will remain to do our very best to control costs and serve the customers to the end."

Watkins also explained the reason for starting a small new product line to produce 60 frame, two-speed motors which had been produced at the Winter Street facility. "We want to maintain 100% of Trane's business across all product lines, so we think it's worth it to produce these motors. A. O. Smith wanted to buy our equipment to build the 60 frame motor, but we don't want them to get their foot in the door," he said.

Interest shown in new jobs

Much of the discussion focused on the subject of job availability once the transfers begin.

Dolores Benzinger, line two group leader in Building 17-3, said she thought "probably about half" of the HMO employees would like to get jobs at the new Aircraft Engine Electronic Controls Department (ECD), while the other half will probably bump into jobs within the motor business.

Dottie Askren, plant relations manager, said the current placement procedures would be the ones used for production employees who will need to find other jobs.

She said employees affected by lack of work will be the first ones eligible for consideration for jobs at ECD. **Rebecca Cornelius**, line one group leader in Building 17-3, pointed out that HMO employees whose jobs are transferred before ECD has openings probably will miss an opportunity to move into ECD.

Job procedure for ECD

The job placement work procedures for ECD call for employees "on the move" from any Fort Wayne GE business to receive first consideration for ECD openings. Employees will not be required to go to ECD if laid off from their regular jobs. They can reject this opportunity without affecting their rights in the motor and transformer businesses.

Once people on the move have been placed, those on the recall list will be given the next consideration. Some new employees could be hired for a few ECD jobs which require special skills that may not be available within the GE workforce.

Employees on ECD jobs will no longer have bumping rights to motor and transformer jobs. Their bumping rights will be within ECD. They could be recalled to a motor or transformer job if on lack of work from ECD.

Marcile Howe, an industrial winder operator in Building 17-3, said that many employees prefer to stay in the motor business, but she said many worry about job security because they are unsure the motor businesses will remain in Fort Wayne.

GE is investing in motors

Askren said that although no one can ever predict the future, GE is investing in the businesses in Fort Wayne. "The company is spending millions of dollars on plant, equipment and product improvements in motor operations."

These expenditures over the years are targeted to maintain GE's long-term success and competitive position in the electric motor business, according to Askren.

For instance, "the establishment of C&IMD (Commercial and Industrial Motor Department) by combining two motor departments is a recent action taken to improve our competitive position. Fort Wayne was selected as the headquarters for C&IMD," Askren noted.

"GE is the largest electric motor manufacturer in the world. We're still in the motor business," she said.

The four employees were unanimous in their feelings about leaving HMO. "Most of the people have been at HMO so long, they feel like a family," said one employee.

"People are very conscientious about doing their work," said **Helen Shaw**, a tie operator in Building 17-3. They also agreed that employees returning from work seem to work harder than they did before.

That quality of work from employees made the difference for HMO in 1983, Watkins said. "I really believe the We C.A.R.E. all-employee program kept the business needs in front of everyone."



National Engineers Week tours

About 180 engineering personnel from GE Fort Wayne departments last Friday toured six demonstration sites as part of National Engineers Week. Shown is Harold Fritzche, senior development engineer for Advanced Materials Laboratory, as he demonstrates a developmental core-making process to employees from the Commercial and Industrial Motor Department.

Pensioner keeps medical coverage as wife's dependent

Mary Beaver, a checker-marker at the Specialty Transformer Department warehouse, just took advantage of a GE benefit she thinks other employees could use.

Although Mary is about eight years from retirement, her husband Paul retired from GE in 1982 and will turn 65 years old soon. Normally that would mean the end of his comprehensive medical coverage. Not in this case. To extend his coverage under the GE Insurance Plan, Mary will list Paul as a dependent beginning in April.

Medical coverage under the GE Insurance Plan continues until the end of the month in which the pensioner reaches age 65. Coverage under the Medical Care Plan for Pensioners begins at age 65. Pensioners must have at least 10 years of continuous service to qualify.

"The pensioner insurance plan is good, but it's not as complete as the insurance employees have before they're 65," Mary Beaver explained.

The Medical Care Plan for Pensioners is designed to supplement benefits paid by Medicare. The Pensioners Prescription Drug Plan is provided at no cost to the pensioner, and many also elect coverage under the Pensioners Hospital Indemnity Plan.

By changing her insurance to list Paul as her dependent, Mary will keep him covered under the GE Insurance Plan until she retires.

"People have only 30 days after their spouse turns 65 to choose dependent insurance, so they have to make sure they get in and sign up," said Mary.

Maximum coverage $500,000

The extra insurance coverage for Paul means more financial security to the Beavers. "It doesn't take very many days in the hospital to eat up your money," said Mary.

The Medical Care Plan for Pensioners is provided at no cost to pensioners over 65 and has a lifetime maximum benefit of $50,000. Maximum coverage under the GE Insurance Plan is $500,000.

The Beavers prefer to spend their money on their Irish Lake home near Warsaw, where Paul is enjoying his retirement by fishing nearly every day.

"There are a lot of GE benefits people don't know about," said Mary. "I hope putting our story in the paper helps somebody else."



Paul Beaver will soon turn age 65 and will receive continued GE Insurance Plan medical coverage as a dependent on his wife Mary's plan.



New Credit Union officers were elected recently. Seated from left are President Gilbert Sloan and General Manager Harold Short. Standing are Credit Committee Chairperson Keith Parrot, Vice President Chauncey Miller and Treasurer Harry Waggoner.

Credit Union members elect directors at annual meeting

Results of the election of the directors to the General Electric Employees Federal Credit Union Board were announced Feb. 25 at the annual Credit Union meeting. Over 100 members attended the meeting in the GE Club auditorium.

The new directors are Solomon Andorfer, Robert McCreary and Dennis Headlee. Elected to the credit committee for two-year terms are Emmitt James Jr., Wayne Spratt and Emmitt Smith.

Credit Union assets grew over $10 million to a new high of $63,194,000. Two other credit unions were merged during the year, resulting in branches near the Coliseum and in Huntington.

From a total income of $6,679,196, almost 63% was returned directly to the membership in dividends on shares and various certificate accounts. Individual Retirement Accounts were popular, with members having $2,102,000 deposited into IRA accounts.

General Electric News

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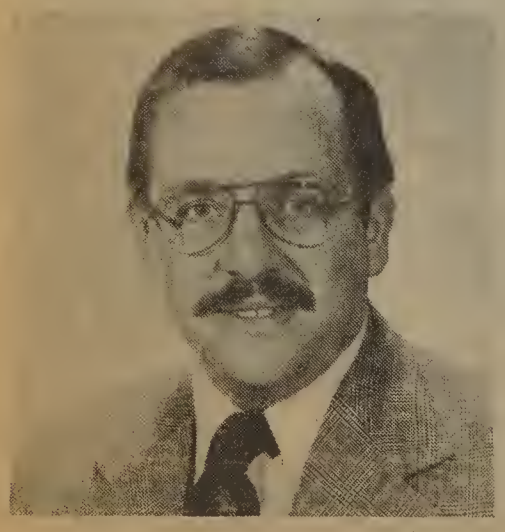
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Field Sales Operations managers named for CSD

Two new Field Sales Operations managers for the Components Sales Department have been announced by Guy F. Rhoades, CSD general manager. The new positions at CSD headquarters in Fort Wayne were effective Feb. 27.



Dick Schwartz has been named manager of Field Sales Operations and Distributor Program for CSD.

Dick Schwartz has been appointed manager of Field Sales Operations and Distributor Program.

Schwartz was formerly the manager of distribution sales for CSD. During his GE career he also has held marketing management positions in the General Purpose Motor Department.

Schwartz earned a bachelor of science degree in electrical engineering from the University of Detroit. He has also done graduate study in business at the University of Minnesota and Northern Illinois University.

Marvin Bell has been named manager of Field Sales Operations for CSD. He will have responsibility for the majority of the field sales districts of CSD.

Bell was formerly manager of marketing for the Small AC Motor Department in Hendersonville, Tenn.

Prior to that, he was manager of Thermal Systems at the Advanced Energy Department in Tacoma, Wash.

He holds a master of business administration degree in marketing from Xavier University and a bachelor of science in electrical engineering from Bradley University. He also completed advanced work at Brookings Institute.

The two new management appointments are part of a realignment in CSD. The Atlantic, Great Lakes and Midwest Districts will report to Schwartz while the remaining six districts will report to Bell.



Marv Bell will manage Field Sales Operations for CSD.

March retirees plan to travel, enjoy hobbies



Darold B. Borne retires with 43 years of service. He started as a stacker in Building 26-2 and retires as a borematic operator at C&IMD Taylor Street. "GE has been a good place to work. Now I am going to take one day at a time and do some of the things I've always wanted to do."



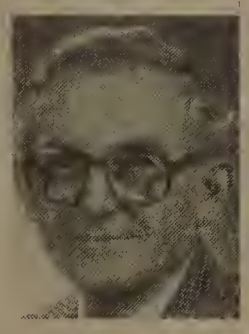
Wilbur W. Shaffer retires with 41 years of service. He started as a wash and dry machine operator in Building 26. He retires as a die process operator in STD. "Considering all the excellent aspects of GE employment, I feel most fortunate to be able to look forward to spending more time with my family, church and traveling."



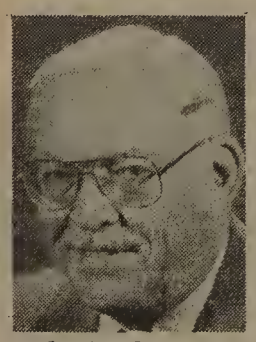
William R. Walker retires with 42 years of service. He started as an apprentice in the Apprentice School. He retires as a quotation specialist at CPTO, Building 19-2. "GE has been a good place to work. I made some good friends and plan to enjoy retirement one day at a time."



Vera L. Sessler retires with 33 years of service. She started as an assembler at Taylor Street and retires as a coil injector in Building 17-3. "I have enjoyed working at GE. I will be spending most of the summer at my home at Pretty Lake."



Richard P. Braun retires with 43 years of service. He started as an assembler in Building 26-3 and retires as a locksmith at Area Services, Taylor Street. "I've enjoyed working at GE and the benefits over the years. I plan to spend more time at the lake and travel."



Denver Druesedow Sr. retires with 41 years of service. He started as an inspector in Building 4-1. He retires as an advance designer in SMD. "Spring retirement is like planting seed — you look ahead to see new experience in the field of retirement."



Lucy J. Rogers retires with 41 years of service. She started as a deburr operator in Building 6-4 and retires as a file clerk at C&IMD Broadway. "I plan to just enjoy myself, take one day at a time and work on my hobbies."



Lucy A. Call retires with 17 years of service. She started as a multipress operator at Winter Street and retires as a reproduction specialist at C&IMD Taylor Street.

Others will retire March 1

Others retiring on March 1 include the following: **Thomas S. Salmon**, 43 years of service, STD; **Frieda D. Hartman**, 42 years of service, C&IMD Broadway; **LeMoine Hinshaw**, 42 years of service, C&IMD Taylor Street; **Arnold B. Ley**, 42 years of service, Area Services, Taylor Street; **Doris M. Walker**, 42 years of service, C&IMD Broadway; **Joseph F. Raupfer**, 41 years of service, HMO;

Also, **Clifford L. Uetrecht**, 39 years of service, Wire Mill; **Anna M. Lee**, 37 years of service, C&IMD, Taylor Street; **John P. Logan**, 33 years of service, STD; **James E. Pritchard**, 33 years of service, STD; **Dorothy M. Bunsold**, 32 years of service, HMO; **Eunice M. Carpenter**, 23 years of service, C&IMD Broadway; **Leon Brown, Jr.**, 13 years of service, C&IMD Broadway.

Tickets available for Dance Collective

Free tickets for the Fort Wayne Dance Collective's concert on March 10 are available at the Elex Club office, room 311, Building 18-3. Employees may also phone 428-3240 for tickets to be returned by internal mail.

"Beyond Hor'doeurves" will begin at 8 p.m. and will be held at the Performing Arts Center, 303 E. Main St.

The Fort Wayne Dance Collective is a local dance organization, with headquarters on Broadway.

Adlets

FOR SALE

BATH VANITY, blk & gld, 48"x21"x31", $195; indoor fountain, $75. 745-5842.

CB BASE w-chan, courier cent 40D, CPI 1,000 w mtr set, 75' 95% coax. 447-7025.

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'76 FORD GRAND TORINO WAGON, $1,200, eves., 749-1292.

'49 FORD, 2 dr. flathead V8, 3 spd, radio. 422-3085.

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TWO BEDROOM PARKWOOD MOBILE HOME, 14'x70', 2-1/2 baths, 639-3274.

'77 BUICK LeSABRE, air, pwr, cruise, 39,000 miles, $3,175. 1-665-7788.

'75 RED CAPRICE CONVERTIBLE, full pwr, air, ex. cond. 749-8107.

DOUBLE SINK w-8' counter top; prtbl dishwasher. 456-4278.

DUPLEX, ex. cond., income prop., fully insul., 830 Putnam, $37,000. 485-1606.

'75 PLYMOUTH FURY, 4 dr., 1 owner, auto, pwr, 318 eng, cruise, no rust, 39,000 miles, ex. COND. 747-0386.

HOUSE, SW, 2 story, enc. prch, hdwd str & fl, gas heat, alum stm drs & windows. 432-8926.

'78 DODGE CONV. VAN, many extras, best offer. 482-1295.

'61 CADILLAC, classic, good cond. 422-4006.

'83 FORD WINDOW VAN CONV., V-8, air, stereo, 4 spd, $10,500. 485-8940.

BOYS' 27", 10 SPD BICYCLES, 3, good cond., reasonable. 456-2305.

25" PHILCO COLOR TV, ex. cond., must sell. 747-0917.

CHERRY HUTCH; pantry cabinet; birch 8' cabinet base; bath vanity. 745-4128.

DINING RM SUITE, king sz. headboard, like new. 747-5692.

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HOUSE, unfurnished, 5 rooms, adults, no pets, $130/mos. plus deposit. 484-4938.

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Friday Nite Ladies

Thakla Papan	216
Elda Saylor	190
Alica Jones	189

GE Office 2/20/84

Dan Lapper (182-224-194)	605
Dave Rodewald (147-214-243)	604
Val Budowski (203-172-268)	643
Art Hartman	226
Wayna Fulkerson	224
Tom Duahmig	219
Hanry Helberg	215
Dava Locker	213
Bob Rietdorf	212
Laa Palmer	211
Dick Walls	210

Seniors League

Lucy Chaney	211
Paula Gerding	193
Harvey Van Gunten	210
Paula Gerding	246

Small Motor

Kirk Baker (190-212-224)	628
Bob Stute (177-253-195)	625
Wayne Spratt (211-203-187)	601
Marlin Leininger	222, 215
Dava Kneppla	215

Wed. Owl

Jay Millar (224-214-180)	618
Jerry Houser	224
Brent Clevaland (217-205-192)	614

Apparatus League

Bonne L. Clawson (276)	613
Maury Hainas	219

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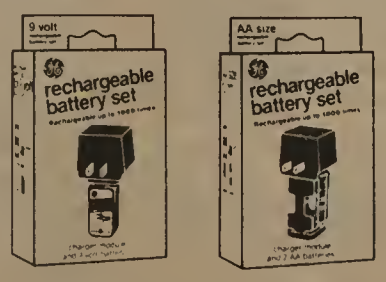
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Your Price ____ $7.99

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☐ Wanted ☐ Riders Wanted
☐ For Rent* ☐ Lost
☐ Free ☐ Found ☐ Service

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Ads must be received only on this form **by noon Friday** for publication Thursday. You may submit only one adlet per issue of the **GE News. No more than 40 letters per Adlet, please.** Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

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Employee starts new job, new life with EAP counseling



Art by Tim Schile

Things had been going pretty well for Joe (not his real name). He had just been promoted to a salaried position.

Then one Thursday the sheriff called at work and asked to meet him to serve him a summons.

"I knew I hadn't been in any trouble or anything; I hadn't had an accident. I couldn't imagine what I had done wrong," Joe said.

When he met the sheriff face to face, the sheriff informed Joe his wife was sueing him for divorce. He also told him it had been in the morning paper.

Finally he felt as if he was going to blow up inside.

"I was in total shock!" he recalled.

Facing divorce appeared to be the end for Joe. But he found a new beginning through help from the Employee Assistance Program.

With only $2 and a warrant in his pocket ordering him not to enter his home, Joe mentally denied what had happened. He went home after work, as always.

"My wife asked me what I was doing there. She asked me if I didn't get something at work. At first I denied it all to her and to myself. I just didn't believe it. But she forced me to admit it.

"I got my clothes; my kids scraped together $5 for me, and I left," he said.

A buddy of Joe's, who was also going through a divorce, allowed him to stay at his house until he could get on his feet.

For a little while, Joe thought he could make it through the situation alone. "I'm a big guy; I'll survive. I'll go through it," he recalled thinking.

But after a while he didn't "feel right inside."

"I knew I didn't want to turn to drink or drugs. I knew guys who were into that, but that stuff just gets you into trouble," he said.

When it got to the point that he felt he was going to blow up inside, he called Dag Arnold, the Employee Assistance Program counselor for GE. They went to lunch.

"Dag set me up with the Park Center for counseling," he said.

"At first I felt I must be nuts. I was like a lot of people — afraid. I was afraid other people would see me there and think I was nuts. It's kind of like an alcoholic going to his first AA meeting," he said.

Joe remembered the first encounter with his therapist. "She filled out this preliminary form with the usuals: name, address, and all that. Then she came to what the problem was and how long it would take to solve it.

"I was afraid other people would see me there and think I was nuts."

"She wrote down six months. I thought, "Six months, hell! Two or three visits ought to do it."

Joe began to meet with his counselor faithfully one hour each week.

"For the first six months I was still in shock. There was a lot of bitterness. Then more things kept coming out. I could see the divorce was really just the catalyst that brought it all out. I finally got to the roots of the problem," he said.

Joe maintains contact with his therapist, someone he now calls more of a friend.

"Sometimes people just need someone to confide in, and what you say to the counselor stays right there," he said.

Joe discovered a lot about himself. He found the root of his problem had to do with how he was taught to treat people by the way he was raised. "We all form opinions and ideas as kids based on how our parents treat us. For a while I couldn't believe my mother would have taught me those things," Joe joked.

Joe is able to cope with life's problems today. He credited that to the counseling and the "emotionally hard work" he put in.

"I haven't changed my goals or ideals, but the counseling has allowed me to keep going in the same direction even though I've gone through a helluva lot of changes during the last two years."

In addition to feeling good about himself. Joe has recovered financially. He went back to school and received a promotion. "I used to be a money-oriented person. But money doesn't mean that much to me anymore. It has given me a new insight on life as far as the value of money is concerned," he explained.

Joe also had to make several social adjustments. "I was thrown from a married guy who didn't mess around — I went home straight from work to the wife and kids — to a new single social life," he said.

During his adjustment period, Joe decided he wanted to date. He recalled, "I was like a 16-year-old kid again. I went out and got a hair cut and new clothes. Boy, was I silly. I learned quickly just to be myself again."

Joe calls the relationship with his children now "closer and better than ever."

"I'm not saying divorce gives you a better relationship with your kids, but it sure woke me up to what the children meant to me. The divorce was between my wife and me — not the children," he explained.

"I'm like a lot of the guys. It was just a very stressful situation, and I needed someone to talk to."

"Because of counseling, I hope I can raise my kids better. I hope I can help them get rid of any insecurities they might have," he said.

"So many times when you're married, it's easier to let the other parent take the reigns and direct the kids. But when you're divorced and see them every other weekend or whatever, that isn't so. You both work towards a goal."

Joe will quickly tell you he is happy. "I'm very happy. I feel happier every day. I'm more fulfilled in the way I am, and what I want to be.

"I just wish more people would take that first step and call Dag.

"I'm like a lot of the guys. It was just a very stressful situation, and I needed someone to talk to."

EAP **Employee Assistance Program**

Editor's note: *Because all Employee Assistance Program referrals are held in strict confidence, Counselor Dag Arnold acted as an intermediary for the* GE News *in finding a willing volunteer to talk to Editor Karen Horn about his experience.*

EAP offers employees a confidential source of help for a variety of problems: drug and alcohol abuse; personal, family or social problems; stress and other emotional upsets.

This GE benefit is available to employees by calling the medical unit on Ext. 3600, by calling the EAP Hotline, Ext. 3671, or by referral through supervisors or union representatives.

"EAP is a concerned offer of help by both labor and management for individuals who are experiencing problems in their lifestyles which may or may not affect job performance," said Arnold.

General Electric News

MARCH 8, 1984 — FORT WAYNE, INDIANA — VOLUME 66, NO. 10

CPTO goal: keep customers competitive with unique values

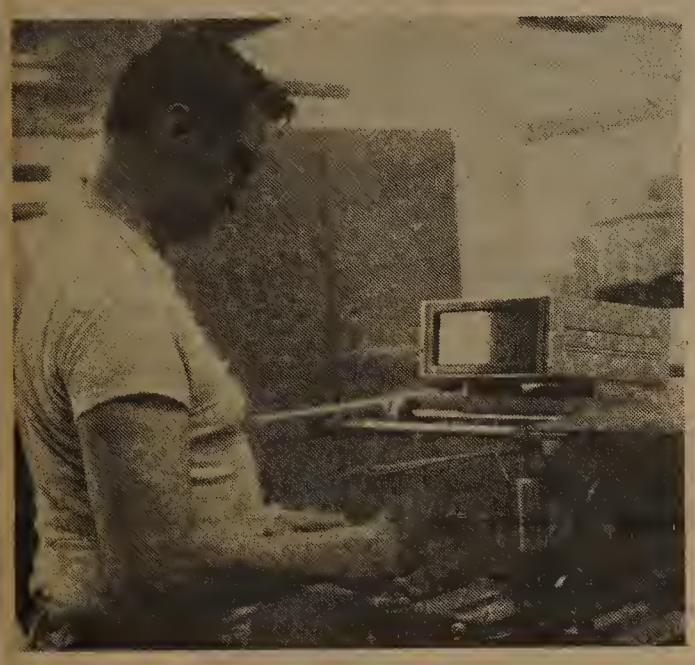
"In 1983, our businesses were affected by the deepest recession since World War II," said **Bill Ehner**, manager of the Component Products Technology Operation, in making his annual business review last week to salaried employees.

"In this environment, CPTO people worked as a team to position our businesses to respond to the recovery. Our challenge for 1984 is to provide our customers unique values to help keep them competitive," added Ehner.

Ehner said one of the major changes in 1983 was the creation of the **Advanced Manufacturing Laboratory** (AML) to emphasize the development of advanced technical equipment and computerized manufacturing processes. He said the new emphasis on development rather than machine building was necessary because of the highly depressed machine tool industry.

In 1984 AML will continue to invest in the development of manufacturing processes and equipment to keep the motor businesses competitive.

The **Advanced Research and Development Laboratory** (ARDL) increased department progress on low loss steel usage, resulting in better quality for equal or lower material cost.



Dick Key, Building 19-2, tests stators on this computerized tester. This equipment is used by AML and AR&DL.

ARDL invests in equipment

In 1984 ARDL will upgrade its analytical capabilities with new computers and increased use of the modal analysis equipment installed in 1983.

"Expanded staffing at the **Electronic Technology Operation** (ETO) will provide technical leadership to keep General Electric at the leading edge of electronic technology development and related design work. They will focus on developing the industry's most reliable, cost effective motor controls," said Ehner.

Last year ETO started major development programs at Corporate Research and Development and GE's two electronic applications centers.

"All three components of the Advanced Technology Operation will use worldwide state-of-the-art motor manufacturing technology so that we can maintain our vital position as the technology leader in the world," he added. (AML, AR&DL and ETO are part of ATO.)

Component Products Technology Operation's consolidation in 1983 of the Wire Mill Operations in Fort Wayne will create additional Fort Wayne GE jobs. A commitment of $5 million has been made to upgrade the Wire Mill.



Bill Ehner, manager of Component Products Technology Operation, presented the annual business review to salaried employees last week with the aid of a colorful media presentation featuring photos of many CPTO employees.

Ehner emphasized that motor business customers are placing greater emphasis on "zero defects, improved motor testing, improved lamination steels, improved insulation for magnet wire, and on-time delivery of their products at low cost."

Ehner said the **Purchasing Operation** took advantage of the depressed economy to bring back

See UNIQUE VALUES, Page 2.

March paychecks reveal tax savings

3 of every 10 employees enroll in DPA option of S&SP



Glenice Blume, a secretary in Building 26-2, found she saved nearly $9 in taxes in her paycheck because she enrolled in the Deferred Pay Account option of the Savings & Security Program. Hourly-paid employees participating in DPA should have seen their first tax savings in their paychecks yesterday.

A total of 992 Fort Wayne GE employees enrolled in the new Deferred Pay Account of the Savings and Security Program in time to see tax savings in their first March paychecks. That's about three out of every 10 employees in Fort Wayne.

According to personnel accounting, enrollment forms are still coming in at a brisk pace in Building 18-1.

Employees see tax savings

"Many employees made up their minds to join DPA shortly after the meetings were concluded in February," noted **Walt Nielsen**, manager of payroll. "Others apparently are recognizing the tax-saving benefits because the forms keep coming in."

The all-employee meetings on the Deferred Pay Account also had an effect on participation in S&SP. As of March 1, 71% of the Fort Wayne workforce was enrolled in S&SP. That compares to 60% just a few months ago.

The biggest increase in S&SP participation occurred among hourly-paid employees. Sixty-one percent of hourly-paid employees now save in S&SP, compared to 49% at the beginning of the year. About 81% of nonexempt-salaried employees and 91% of exempt-salaried employees are enrolled in the savings plan.

Of those participating in S&SP, 42% have designated part of their savings to go into the Deferred Pay Account.

Although employees can elect to have any amount from 1% to 7% of their pay go into DPA, the average percentage selected was 6%. Apparently, many longer service employees, like **Virginia Bradley** who is featured on Page 2, saw DPA as a way to boost their retirement income.

Interested in saving

"From the questions we had at the meetings on DPA, it was obvious that people are interested in ways to save on taxes," said **John Peirce**, manager of employee communication. "I'm sure many employees are taking time to weigh the facts and see just how DPA fits in with their long-term personal goals."

DPA reduces tax withheld

He said the things that seem to interest employees the most about DPA are:

- A Deferred Pay Account reduces the amount of income tax withheld from one's paycheck.
- GE will continue to add 50 cents to every dollar saved up to 6% or 7% of one's gross earnings. The 7% is for those who've been in the Savings & Security Program long enough to qualify for a holding-period payout.
- There are three investment options for deferred pay.
- Investments can be switched frequently to take advantage of changes in the financial markets.
- The compound effect of long-term, tax-deferred savings can be almost startlingly high.
- All assets in a Deferred Pay Account are tax sheltered.

If you have any questions about the Deferred Pay Account or the enrollment form, contact your employee relations office.

Bradley: It's never too late to enroll in S&SP

Although **Virginia Bradley**, a coil assembler in Building 4-5, plans to retire in two years, she recently signed up for the Savings and Security Program and also chose the Deferred Pay Account (DPA) option.

"Signing up for S&SP is a good deal for me; I won't even have to wait the full three-year holding period to get my money because I can get a lump sum when I retire," explained Virginia.

"I also plan to use the 10-year income averaging plan to save even more money that would go for taxes." She'll be able to do that because she was in S&SP previously and will have the required five years of participation for 10-year averaging.

Virginia said she knows many other employees nearing retirement who think it is too late to benefit from S&SP. "Many people think there isn't any reason to enroll when you're that close to retirement, but I think anyone who doesn't take advantage of S&SP is foolish," she added.

Actually, Virginia had enrolled in S&SP in 1967 when she was first eligible. She dropped it in 1980 for personal reasons. "I kept thinking I would enroll again, but I just didn't get around to it," she said.

But the recent all-employee meetings about DPA made Virginia think about retirement and how much she likes to travel. She inquired about S&SP benefits and signed up.

Her primary reason for re-enrolling in S&SP is to save money. "I like to use it as a savings account. Where else today can you get that kind of interest they have in the Holding Period Fund? I think it's a good, safe venture," she said.

Virginia opted to have 7% of her pay withheld that qualifies her for a company match equal to 3½% of her pay. "The more I think about it, I think I should have had even more withheld," she said.



Virginia Bradley, Building 4-5, said she thinks GE employees who don't sign up for S&SP are foolish.

March pay stubs show tax savings of DPA

Savings & Security

This box is used to show all of your deductions for S&SP. Now it shows only the amount that is matched by company payments. This amount includes the 1% for S&SP Insurance if you elected that option.

Memo DPA amount

This shows the dollar amount of your S&SP savings that are going into your Deferred Pay Account. This amount of your pay is not subject to federal or state income taxes or Indiana county option taxes.

Federal Withholding Tax

If you elected DPA, you should see a reduction in your federal withholding taxes. Next January, your W-2 tax statement for 1984 will indicate the amount of your annual GE earnings you need to report when filing your taxes.

Benefits not reduced

Social Security, your GE insurance and other benefits that are tied to gross pay are not reduced by participation in DPA. The only benefit reduced by DPA savings is the Employee Stock Ownership Plan. For every $1,000 you put into DPA, your ESOP stock investment is reduced by just $5.

GROSS PAY	REGULAR HRS	PREM HRS	EARNINGS	NIGHT BONUS	FED WITH TAX	SOC SEC TAX	PENSION	DEP INS	LTD INS
40358	3200		32286		4956	2704		192	

GENERAL ELECTRIC

DETACH THIS STUB AND RETAIN AS YOUR PERSONAL RECORD OF EARNINGS AND DEDUCTIONS.

DATE ISSUED	SOC SEC NO	DIV	DEPT LOC	COST CENTER	SHIFT	* MEMO * DPA AMT
03/02/84	30454	S	10	667	1	8.07

P A INS	SAV & SEC	U S BONDS	CREDIT UNION	BANK	WEEK NO	PAY NO
35	2825		17000		09	

NAME

NET PAY

UNION DUES	CHARITY	VAC DAYS LEFT	NOT NEGOTIABLE	10622
	283	14.0		

SPECIAL PAYMENTS OR PAYROLL ADJUSTMENT		SPECIAL DEDUCTIONS	AMOUNT	SPECIAL DEDUCTIONS	AMOUNT
8.0 HRS ABS PD	8072	ADDTL SAV-SEC	404		
		INDIANA TAX	1187		
		DEP LIFE INS	150		

Additional Savings & Security

New to your pay stub, this number indicates the dollar amount of your pay credited to additional savings in S&SP. This amount is not matched by the company.

Indiana tax

The amount of Indiana Income Tax withheld from your paycheck is reduced by participation in DPA. If you live in a county that has a County Option Tax, that amount also is reduced by DPA.

Ivy Tech opens additional classes

Because of the interest shown by GE employees, Ivy Tech has opened two additional sections of its "DC Fundamentals" course. The deadline for enrollment has also been extended to March 16 from Feb. 28.

This course meets the Electronic Controls Department prerequisite for consideration for ECD tester training. Employees on the move will have first chance at ECD jobs. Those employees on recall will have next consideration.

The additional DC Fundamentals classes will begin the week of March 19. One class will be offered from 6-9:50 p.m. Mondays and Tuesdays. The other will be offered 8-11:50 a.m. Mondays and Wednesdays.

Interested employees should contact the Student Services office at Ivy Tech at the corner of Coliseum and North Anthony Blvd. The phone number is 482-0171. Tuition cost is $124.50 plus a $12 lab fee.

The course is scheduled to be repeated in the summer session.

—*Unique Values*

Continued from Page 1.

much needed price relief to the Components Product Group. The Group Purchasing consolidation from GPM and SMD into CPTO during 1983 helped the cost of materials for the motor businesses. "This consolidation will ultimately bring more jobs to Fort Wayne," he said.

The Trucking Operation achieved a major improvement in overliquidations. Also, two major projects were funded: the creation of a subsidiary which will allow GE through CPTO to contract directly with individual carriers with low base costs and the opening of the Scranton terminal which will allow CPTO to better serve the Northeast.

In 1984, plans call for the Trucking Operation to increase discounts to give GE's motor businesses and other customers greater value.

"Open communication at every level of the organization" is another 1984 goal for Ehner. He said that during 1983 he talked with nearly all employees, and he added, "The people of CPTO impressed me as being truly committed to deliver their best efforts."

Problems don't solve themselves.
Ask for help from your Employee Assistance Program — 428-3671.

Volunteer firefighter fish fry March 31

All GE volunteer firefighters and retired firefighters are invited to a fish fry and party in their honor at the Southwest Conservation Club on Bluffton Rd. The party will begin at 5 p.m. and end at 12 midnight on March 31.

Pensioner potluck March 13 at GE Club

A potluck sponsored by GE Club for pensioners is scheduled for Tuesday, March 13, at 11:30 a.m.

All GE pensioners are encouraged to attend the event held in the GE Club auditorium. The pensioners' activity committee asks those attending to bring a covered dish and their own table service.

Elex Club taking reservations for tour

Elex Club members, GE employees, retirees and guests who want to sign up for the vacation Shutdown tour to Nova Scotia from July 27 to Aug. 4 should contact the Elex Club office at 428-3240. The phone number was incorrectly printed in the Feb. 23 issue of GE News.

Greg Wiley bowls perfect 300 score

For the first time in 52 years, a perfect score of 300 was bowled at the GE Club Bowling Lanes.

Greg Wiley, a miter core stacker in Building 27, bowled the 300 Feb. 15 as a member of the Small Motor Team in Wednesday night league bowling.

With an average of 170, Greg explains his perfect score as "just being lucky."

He said, "It was an experience most bowlers don't expect to happen." His best score until Feb. 15 had been 264.

Greg has bowled in leagues for 17 years but describes himself as an average bowler.

The GE Club and the bowling alley recognized Greg with a plaque and a $100 check.



For bowling a perfect 300, Greg Wiley (center) received a $100 check and a plaque from GE Bowling Lanes represented by Roy Elwood (left) and the GE Club, represented by Ray Fishbach.

Ford Motor honors ACD quality

MORRISON, Ill. — Ford Motor Company has honored the Appliance Control Department (ACD) as a "Q-1 Preferred Quality Supplier." This GE plant in Morrison, which supplies pressure switches to Ford, is part of the Component Motor Division, headquartered in Fort Wayne. ACD joins a select group of Ford suppliers who have achieved this prestigious title.

Employees thanked

Marketing Manager Mike Zollar told the employees who produced these switches: "What you've helped do is make my job easier. I'd personally like to thank you. We're going to get a lot of visibility out of this and that should translate into a lot of new business for us."

Taylor St. dispensary to be moved Saturday

The medical facility at Taylor Street is scheduled to be moved Saturday, to the southwest side of the building, according to **Dr. Jim Chase**, Fort Wayne medical director.

Regular dispensary hours will continue to be 6:48 a.m. to 3:18 p.m.

Adlets

RIDERS WANTED

CHURUBUSCO TO TAYLOR & BROADWAY, days. 693-3637.

FOR SALE

COLORBURST 250 INSTAMATIC CAMERA; Handscraft humidifier, reas., call aft. 3 p.m. 456-8506.

MAGNAVOX AM/FM STEREO in oak cabinet, like new, $250. 432-7153.

'68 IMPALA CONVERTIBLE, new top & paint, runs good, looks nice. 1-419-965-2702.

MOVIE PROJECTOR, Super 8 Bell & Howell 3-spd, $95. 493-2241.

OLYMPUS OMI 35 MM CAMERA, case & filter, ex. cond. 1-327-3479.

'77 ELDORADO, new paint; ktchn cabinets; vanity; misc. cabs., waterbed. 745-4128.

SCHWINN BICYCLES, 4: Varsity, LeTour, Continental, Traveler. 747-5510.

BOY'S ROLLER SKATES, like new, $8; ice skates, $5, all sz 4. 484-6394.

HOUSE, SW, two stry, encl prch, hdwd str & fl, cpr plm, gas heat, alm strm drs, scr, & wnds. 432-8926.

CARPET & PAD, 18'x13' plus hallway, grn, good cond., $50. 484-5973.

GE REFRIGERATOR, $25; coffee table; redwood picnic table. 447-3436.

DINING ROOM SUITE; sofa; dry sink. 747-5692.

'76 HONDA CYCLE, CB 400 Four, extras, exc. cond. 693-3112.

DINING ROOM TABLE w-4 chairs, dk pine, Bassett, 40"x60". w-3 lvs, ex. cond. 493-1683.

Bowling

Small Motor		Nellie Tappmeyer	184
Gil Baker (256-203-201)	660	Carl Metker	217
Francie Harter	222	Lucy Chaney	194
Jim Welks, Jr.	216	Hilda Marks	191
Jerry Williams	211	**Apparatus**	
Mel Guillaume	210	Steve Scherer (236)	641
Seniors League		Dave Buell (213)	616
Harvey Von Gunten	214	Maury Haines	246
		Bill Lipp	235
		Kevin Murphy	212

HAND-RAISED COCKATIEL CHICKS, $40-$50 ea. 1-897-2943.

BROWNING HI-POWER 9MM, new cond., $440, firm. 493-1376.

TIRES, 2, P215/75R-15 radials, good tread, $10 ea. 456-4170.

BEDROOM SUITE; dresser w-mirror, chest, bed frame w-hdbd, $150. 1-897-2322.

WANTED

BABY BOY CLOTHES, sz. 18 mos.-2 yrs., good cond., call aft. 4 p.m. 422-0904.

VACUUM CLEANER, upright or canister, good cond., reas. 749-1816.

LIONEL & AMERICAN FLYER TRAINS, any cond. 1-724-8011.

FOR RENT

ONE & HALF BEDROOM HOUSE TRAILER, Countryside Village, $190/month. 449-0383.

SERVICE

WILL CLEAN YOUR HOUSE OR APT., experienced, refs, reas. 747-5531.

SWEETCAKES THE MAGIC CLOWN, live animals, magic, more; all ages & occas. 445-8453.

CONTINUOUS GUTTERS & ALUM SIDING, free est. 627-2858.

FREE

KITTENS 3/4 grown, long & short hair. 639-3826.

In memory

Curtis Rae Loveless, 3621 Senate Ave., died Feb. 29. He was a stacker at GPM Taylor Street prior to retiring in 1965.

Harold F. Nieman, 606 Kimberton Dr., died Feb. 28. He was a machinist at Area Services, Broadway, prior to retirement in 1975.

Will Helms, Arkadelphia, Arkansas, died Feb. 27. He worked at SMD prior to retiring in 1958.

James H. Oman, Chateau Wildwood, died Feb. 26. He was a manufacturing manager for GPM Taylor Street prior to retirement in 1971.

Max E. Cail, Port Charlotte, Fla., died Feb. 12. He was an inspector at Building 26-3 prior to retiring in 1973.

SLIM Pocket Portable



Special Purchase
(Limited Quantities)

While They Last

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$13.96

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The precision look in an FM/AM Miniature radio. Fits neatly in shirt pocket. Bright anodized aluminum grille, slide rule dial. Gift packed with vinyl case and earphone.

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GE NEWS BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:
☐ For Sale* ☐ Ride Wanted
☐ Wanted ☐ Riders Wanted
☐ For Rent* ☐ Lost
☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form **by noon Friday** for publication Thursday. You may submit only one adlet per issue of the **GE News. No more than 40 letters per Adlet, please.** Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

* The item(s) referred to in this ad are in no way connected with any business venture

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Signature

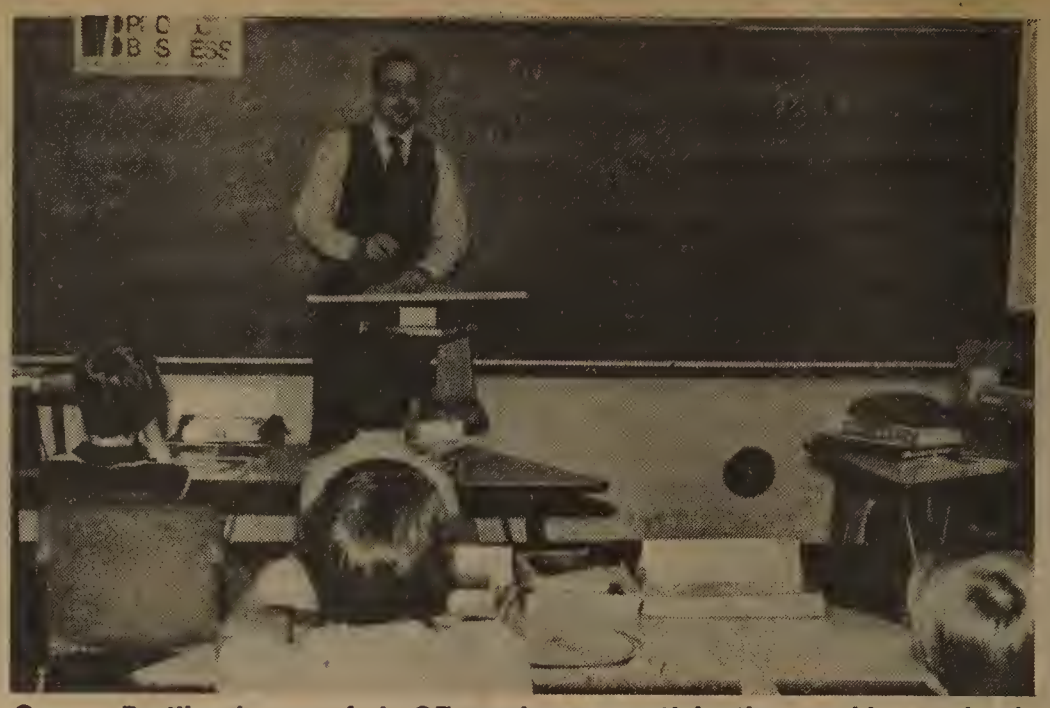
GE employees volunteer for Project Business

Six General Electric business leaders are serving as "business consultants" to local eighth graders as part of Project Business, a program sponsored by Junior Achievement.

They are part of a volunteer staff of 178 instructors from local businesses who teach a one-hour class for 11 weeks. The program is taught to all eighth graders in Allen County public and parochial schools through their social studies departments.

George Bartling, manager of finance for Specialty Transformer Department, teaches 25 eighth graders at Woodside School Fridays at 8 a.m.

"The course is basically economics, but we do take off in other areas such as career exploration and personal finance," he explained. "We get into real practical things like budgeting, opening checking accounts and the use of credit cards."



George Bartling is one of six GE employees participating weekly as a business consultant to local eighth graders as part of the Project Business Program.

Consultants, not teachers

Bartling is quick to point out that he and the other classroom instructors are "consultants," not teachers. "We are consultants from the real business world who are there to try to give kids a positive view of business," he said.

"Kids watch Dallas on TV and see J. R. Ewing and think all business people are like that. They perceive somehow that business is a big winner. If there's a winner, there must be a loser, and that's probably the consumer. We're there to dispel those ideas and show them how the free enterprise system really works," Bartling said.

During the first session with his 25 students, Bartling took a survey asking students to guess how much profit the average American company makes on a product. The majority of the students guessed that 20% or more of the selling price of an item is returned as profit for the business. The average profit return for American corporations is about 5%, Bartling said.

Breakdown Big Mac cost

One of the most popular and practical exercises, according to Bartling, is having the students break down the cost of a Big Mac sandwich. "We have them break up the cost into materials, labor, overhead and profit. This allows them to think of the elements of cost in a product they're familiar with," he explained.

Consultants learn, too

Don Snyder, manager of transportation operations and accounting for CPTO, said the consultants also learn from the students.

"I am appalled at what little understanding they (the eighth graders) have of business. Many don't really know what their parents do when they go to work," he said.

Snyder, who teachers a class at Village Woods, thinks that Project Business is a good curriculum. "It is geared to things kids can relate to."

Four other GE business leaders have volunteered this year. They are **George Dykhuizen**, manager of sales service and communication for STD; **John Hofmeister**, manager of employee relations for C&IMD; **Phil Hopkinson**, manager of engineering for STD; and **Bill Roberson**, manager of transportation and distribution for CPTO.

Connie Hazelrigg, manager of Project Business, said putting a business person in the classroom makes the subject matter more realistic. "We really appreciate the consultants from GE who have volunteered their time," she said.

Savings Bonds now paying 9.38%

The latest semiannual interest rate announced for U.S. Savings Bonds purchased since November 1, 1982, is 9.38%.

Interest rates for new Series EE Bonds change every six months. The rates are tied to market interest rates.

Bonds held five years or more not only earn market-based interest but also come with a guaranteed minimum rate of 7.5% a year, compounded semiannually.

Many employees buy U.S. Savings Bonds through the company's Savings and Security Program.

The average yield for the first three market-based interest periods is 9.7%. Only eligible bonds bearing issue dates on or before April 1, 1983, include this average as part of their market-based formula.

The average is based on annual percentage rates of: 11.09% from Nov. 1, 1982, through April 30, 1983; 8.64% from May 1 through Oct. 31, 1983; and 9.38% from Nov. 1, 1983, through April 30, 1984.

101-year-old Walter Rauner receives pension for 36 years

Walter Rauner, 101, has received GE pension benefits for 36 years. He retired in 1947 as a lathe operator in Division 17 of Taylor Street with 30 years of service.

A resident of Tall Oaks High Rise apartments, Walter has outlived all of his family. His wife Pearl died 30 years ago, and their son Orville was killed in a motorcycle accident about 45 years ago.

Walter explains his situation simply, "I'm all alone."

Pension helps with bills

His GE pension helps him maintain his apartment in the building among 100 other residents.

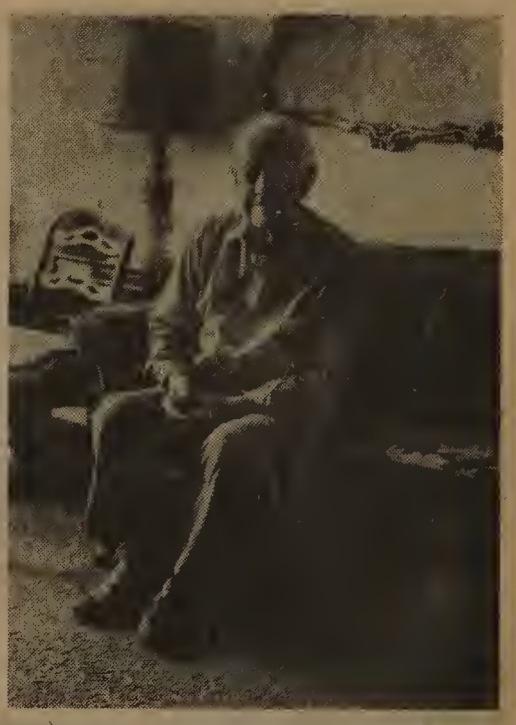
Meals are furnished in a central cafeteria, but Walter prepares his own meals "when I don't like what they have on the menu," he explained.

He makes his own breakfast. "I usually eat an orange, oatmeal and raisin bran. Sometimes I boil a few eggs," he said.

Although he used to live over a mile from his work at Taylor Street, Walter was known to faithfully walk to work daily. He continued his walking habit until recently.

Celebrates birthday in May

"I used to walk over to the (Southtown) mall every day," he said. Walter has been such a regular customer that Walgreens has given him a party on his birthday each May 26 for the last few years.



Pensioner Walter Rauner, age 101, is looking forward to his birthday in May.

He has survived three major abdominal surgeries in the last four years, but they have taken their toll.

Now Walter is unable to keep up daily walks. "I really don't do much but take medicine," he explained.

Although he doesn't remember much about his job at GE 30 years ago, Walter said, "It was a good thing I stayed there. I got a good pension."

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General Electric News

MARCH 15, 1984 — FORT WAYNE, INDIANA — VOLUME 66, NO. 11

GE profits — 7 cents of each income dollar

Seven cents on each income dollar. That was the General Electric Company's rate of profit in 1983.

Of the many figures in the GE Annual Report for 1983, that 7 cents is one of the most important for GE businesses and employees.

It shows how well GE businesses are doing in earning the profit dollars needed to keep out in front in this decade of technological change and tough worldwide competition.

Employees contributed

It reflects the efforts of all employees who are striving to help GE businesses stand on their own feet in the face of differing business situations. These situations range from those in which many customers are seeking the company with the best products and services, to those in which customers are not only hard to satisfy but also hard to find.

Where did the profit of 7 cents on each income dollar go?

About 3 cents went to share owners as dividends for their investment in GE stock. (Nearly all GE employees own GE stock through the Savings & Security Program and the Employee Stock Ownership Plan.)

The remaining 4 cents is being reinvested in the business. Profits help pay for the new equipment and facilities that will enable us to meet the tough competition of the future. It helped pay the $1.7 billion that was spent on plant and equipment in 1983. More than $8.6 billion has been earmarked for that purpose over the last five years.

Here are just a few examples of the way reinvestment dollars are going to work for GE businesses.



Bill Ehner (right), manager of Component Products Technology Operation, presented the annual business review to members of the IAM Lodge 70 negotiating committee last week. Pictured are (from left) Mike Buuck, Fred Springer, Jerry Morton, Jim Schmitt and Ehner. CPTO plans to commit $5 million to its Fort Wayne Wire Mill Operation for next year.

$290 MILLION — The electric motor businesses, headquartered in Fort Wayne with operations in many locations, will be spending that much over the next few years. Of this total, $100 million is being spent in Fort Wayne. The investments will provide production equipment, facility upgrading, and product redesign — all aimed at maintaining GE's long-term leadership in the electric motor business. Also in Fort Wayne, another $62 million is being spent by the Aircraft Engine Business Group on its new Electronic Controls facility at Taylor Street.

$38 MILLION — It went to build Major Appliance's new, modernized system for manufacturing built-in dishwashers. The aim: High quality and high productivity that can beat out tough competitors such as Whirlpool and Kitchen Aid.

$235 MILLION — Major Appliance is following up its dishwasher investment with this huge investment in refrigerator manufacturing. The aim: to achieve the same goals as the dishwasher project.

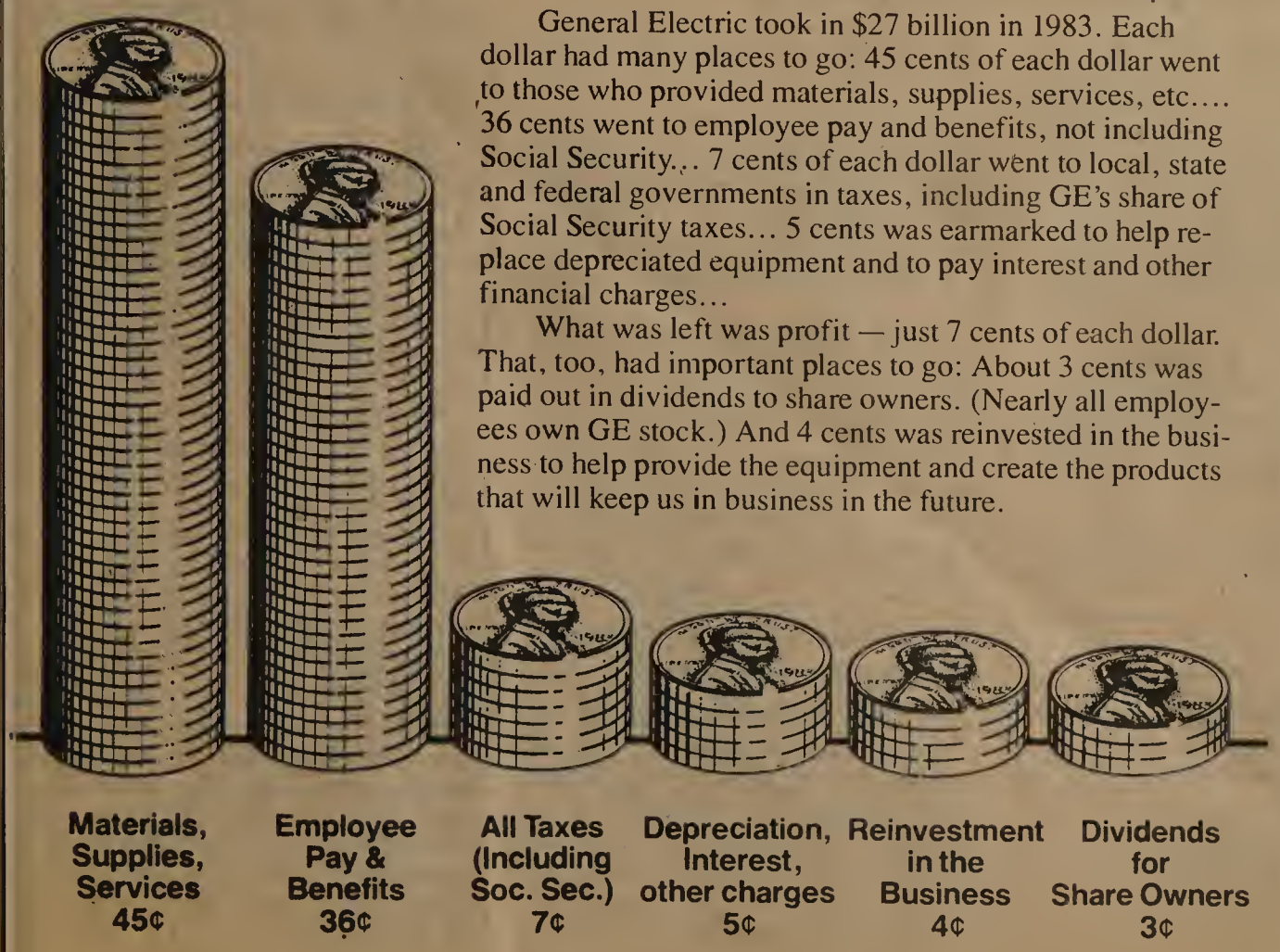
$250 MILLION — The GE lighting business will be spending that amount over the next three years to revitalize facilities and equipment and consolidate manufacturing operations. The aim is to hold the GE leadership position in the lighting business against worldwide competitors such as Sylvania and Philips.

$316 MILLION — That's what GE has been investing to make the Erie plant a world-class competitor in the locomotive, transit, off-highway-vehicle, drilling, and marine markets.

Those are only a few of the continuing investments that are keeping our businesses competitive. What makes them possible are the 1983 profit dollars retained for reinvestment in the business. Those investments must continue so that GE businesses can fare still better in the years ahead.

See related story on Page 2.

Where GE's 1983 income dollar went



General Electric took in $27 billion in 1983. Each dollar had many places to go: 45 cents of each dollar went to those who provided materials, supplies, services, etc.... 36 cents went to employee pay and benefits, not including Social Security... 7 cents of each dollar went to local, state and federal governments in taxes, including GE's share of Social Security taxes... 5 cents was earmarked to help replace depreciated equipment and to pay interest and other financial charges...

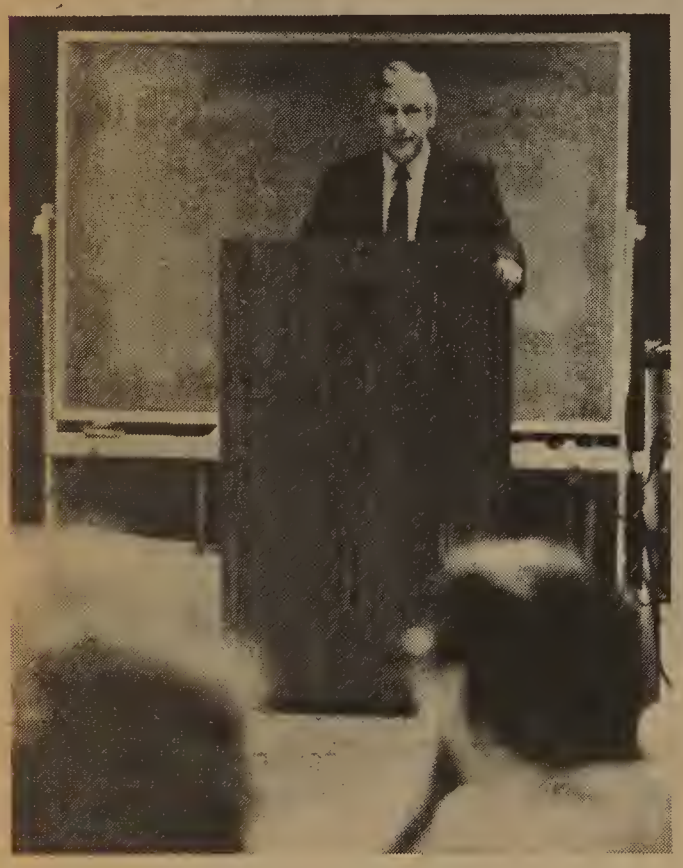
What was left was profit — just 7 cents of each dollar. That, too, had important places to go: About 3 cents was paid out in dividends to share owners. (Nearly all employees own GE stock.) And 4 cents was reinvested in the business to help provide the equipment and create the products that will keep us in business in the future.

Costs affect local businesses

Programs planned to curb rising health care costs

Establishing plant programs to effectively manage health care costs was the subject of a conference held in Fort Wayne last month. Attending the Health Care Cost Management meeting were 28 health care coordinators from 20 GE locations in the Component Products Group.

Jerry Winkler, who heads CPG's Health Care Cost Management Task Force, organized the conference. Winkler is manager of the Component Products Relations Operation based in Fort Wayne. In his remarks opening the conference, Winkler emphasized the need to increase awareness of the recent trend of rising medical costs and how that affects GE businesses.



Jerry Winkler, manager of the Component Products Relations Operation, organized a special conference for health care coordinators from 20 GE locations.

"While the patient pays only a small portion of the cost and GE pays the rest, all of us as employees must realize that high medical costs are hurting our ability to compete for business," he explained.

Medical costs paid by each business

He pointed out that medical costs are charged directly to each GE business. "Since these costs are included in the cost of building our products, they have a direct effect on the ability of each local business to compete," he noted.

Winkler also said doctors and hospitals need to be made aware of industry's concern about the rising cost of health care. "We need to solicit their assistance and work with them in controlling our costs," he said.

He said a data base for monitoring medical costs is being established. Plans also call for developing and implementing health promotion programs and addressing the issue of work attendance.

"We want employees and their dependents to continue to receive the quality health care provided by GE insurance plans — but it has to be at affordable costs," said Winkler. He noted that medical costs have risen two to three times the Consumer Price Index in recent years. "We are determined to work to reduce these costs without compromising on the high quality of health care provided under the GE Insurance Plan."

Urgency to be communicated

He said in the months ahead, GE businesses must communicate their concerns to health care providers, government officials, managers, employees and employee representatives and emphasize ways they can support this effort.

Other speakers at the Health Care Cost Management conference included **Dr. James Chase** on working with doctors and hospitals; **Frank Conley,** Specialty Motor Department employee relations manager, on wellness programs; **Bill McShain,** union relations manager, on attendance programs; **Tom Callant,** manager of compensation, on monitoring costs; **Don Bussick,** Specialty Motor Department manager of manufacturing, on measurement of program results; **Doyt Schaadt,** manager of personnel accounting and banking, on systems to monitor costs; and **Chuck Welch,** manager of communication, on medical benefits and communication.



Dr. James Chase, Fort Wayne GE medical director, spoke at the recent conference. He said he will be working with local doctors and hospitals to assure that employees and dependents continue to receive quality health care at an affordable cost.

Local GE businesses list 1984 investments

In order to remain competitive in the future, Fort Wayne businesses plan to invest several millions of dollars in 1984.

The **Component Products Technology Operation,** for instance, plans to invest $5.8 million for two major improvements. Most of the money will be used to upgrade the Wire Mill.

The second major investment project is for an engineering computer to be used by motor engineering functions and all Component Motor Division departments. All locations will be tied by telephone lines to the central system.

The **Commercial and Industrial Motor Department** (CIMD) plans to invest about $5 million in its Fort Wayne operations. The largest investment will go for a rotor cell project, which is the forerunner of the factory of the future. This project creates a way of operating the factory more effectively through the use of computers in manufacturing.

CIMD will also invest in the development of a computer-driven automatic motor test facility which will provide customers with an improved quality motor, resulting from extended test parameters and functions.

Other investment money is earmarked for CIMD's continuing thrust in automated stator winding equipment.

A new roof for the Taylor Street plant will require a large investment along with a major rearrangement in factory and office areas to accommodate the incoming Aircraft Engine Electronic Controls Department.

The **Specialty Transformer Department** plans to invest $2.7 million in new equipment and rearrangements in 1984. The largest individual equipment investment will include a second machine for making mitered core and automatic test equipment for large power transformers.

Apprentice Alumni Assoc. looking for members

The GE Apprentice Alumni Association is conducting its annual membership drive. Any Apprentice School graduate not contacted by March 16 should call or write Doug Schaefer, 4407 Wilmette St., Fort Wayne, IN 46806, or phone 440-0334. The first event of the year will be a fish fry Apr. 3.

IRS to offer free tax help

Free tax assistance for GE employees will be offered at two sessions by the Internal Revenue Service. An IRS specialist will be at the GE Club March 27 and at the Training Center at Taylor Street on March 28. Both sessions will be from 11 a.m. to 1 p.m.

Employees who need help completing forms or who have questions about their forms should bring this year's tax package, wage and earnings statements, W-2 forms, interest statements from banks, a copy of last year's tax return and any other relevant information concerning income and expenses.

The IRS specialists will also provide information about special credits and deductions for which employees may be eligible, such as child care credit, earned income credits and deductions for charitable contributions such as United Way.

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GENERAL ELECTRIC

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Phone 428-3249
(Dial Comm.: 8*380-3249)

Employee buys 8 GE appliances, saves $600

"I won't buy any appliances unless they're GE," said **Clarence Warstler**, a grinder at the Commercial and Industrial Motor Department, Taylor Street.

Clarence and his wife Donna just purchased a GE refrigerator, freezer, range, washer, dryer and TV for their new Garrett home.

In December he bought a GE microwave, and in September he bought a GE air conditioner.



Clarence and Donna Warstler bought all GE appliances for their new home.

Through the Product Purchase Plan, Clarence received discounts totaling $600 for these appliances.

Clarence said he buys GE products for two reasons: their reliability and the employee Product Purchase Plan.

The Product Purchase Plan offers discounts on major appliances to GE employees and pensioners.

"We were thinking about buying some new things for our house, and we had never had any trouble with any GE product we had bought. We went into the appliance store looking for a range, and we decided to buy all new almond-color appliances. The Product Purchase Plan really makes it a good deal," he said.

Clarence said he buys GE products because he thinks GE employees are concerned with quality. "Whenever I buy anything, I hope it's good. I know I always try to do a good job at my work. I may have to buy that product some day, and I like to think somebody else is thinking about that same quality," he explained.

"All of my family buys GE products. I figure that helps keep us all in business," he said.

How to use the Product Purchase Plan

Employees considering purchases which may be eligible for a courtesy discount from the Product Purchase Plan should consider the following:

- Make the best deal on the appliance you can from an authorized GE dealer.
- Make sure the particular model you select is listed as eligible for a courtesy discount.
- Obtain an invoice from the dealer which includes the employee's name and address, the dealer's name and address, product names and complete model numbers, address to which the products were delivered and date of delivery.
- Pick up an Employee Product Purchase Plan application from your employee relations office or from the payroll office in Building 18-1. Complete and sign the top part of the form. Attach the invoice from your dealer.
- Submit the application within 45 days of delivery to the payroll office.
- Your courtesy discount check will come within a few weeks.
- Pensioners should send the invoice or builder's statement (no application is necessary) to Pension Plans Accounting, Building 5, Schenectady, NY 12345, within the 45 day period. The pensioner's Social Security number must be written on the invoice.
- Rules for how often employees may purchase each appliance and for appliances purchased from a new home builder are contained in Employee Benefits booklets.
- Questions should be directed to Lynn Korte in Building 18-3, Ext. 3266.

Adlets

FOR SALE

'72 FORD GRAN TORINO, 2 dr., auto, pwr, fair cond., engine requires work, reas. 672-2438.

'78 OLDS DELTA 88 ROYALE, loaded, ex. cond., $2,995. 432-3305.

RED WALL PHONE, touch tone. 1-347-1701.

FIVE ROOM HOUSE, carpet, gas heat, basement, large lot, nice. 672-2094.

FRAM CA187PL AIR & PH30 OIL FILTERS, $1.50 ea; 2, 15", 5 bolt Chev. truck rims, $5 ea. 749-9372.

GE SPEAKER AM-FM CASSETTE, paid $50, sell for $30. 485-4704.

TWIN BED - box springs, mattress & frame, 6 mos. old, $100. 749-1063.

PALMER JUNIOR GOLF CLUBS & BAG, HI, 2W, putt., good cond. 672-2580.

DANISH MODERN FAMILY ROOM FURNITURE, new uphols., $150, ex. cond. 422-8551.

DOUBLE SINK, 8' countertop to fit; prtbl dishwasher. 456-4278.

GIRL'S ICE SKATES, 2 prs, sz. 7, almost new, $10, others, $7. 484-6394.

GREAT DANE, reg., female, 4 yrs. old, blk, best offer. 422-8060.

SPINET PIANO, like new, beautiful, good buy. 483-8529.

WEDDING DRESS & VEIL, sz. 6, cleaned. 485-8018.

15' BOAT, 30 HP Merc. mtr, all access., $600. 422-8551.

ANTIQUE BRASS PLANTER, $50; antique piano, $125. 745-5842.

Bowling

Small Motor		Maury Haines	219
Vern Doehrman	264	Harold Lehman	212
		GE Office 3/5/84	
Apparatus		Dave Knepple (200-200-237)	637
Steve Scherer (268)	657	Dave Locker (246-214-165)	625
Bonney Clawson (276)	618	Mike Rasor	231
Jim Garrard (213-210)	610	Tom Duehmig	223
Don Hoffman	236	Dave Rodewald	215
Harold Buell	223	Val Budowski	214

TWO PC. BEDROOM SET, dbl bar bed and dresser, $100. 749-4055.

SUN DWELL-TACH & Sun inductive timing light, $50. 693-3161.

HOUSE, SW, hdwd fls up & dn, cpt k, BA & PR (jalousied), ven'blnd & curt thru out, gas ht, cpr plm. 432-8926.

WANTED

'74 IH SCOUT, 6 cyl. 745-9602.

KODAK CAROUSEL TRANSVUE 140, slide trays. 432-2896.

SERVICE

WILL BABYSIT IN MY HOME any time from 5 a.m. - 5 p.m., any age. 493-6478.

CHILD CARE IN MY HOME, all ages, any shift, north. 489-4354.

LIONEL & AMERICAN FLYER TRAINS, any cond. 1-724-8011.

SWEETCAKES THE MAGIC CLOWN, live animals, magic, more, all ages & occasions. 445-8453.

CONTINUOUS GUTTERS & SIDING, free est. 627-2858.

CONCRETE CONSTRUCTION - repair/replace, aft. 6 p.m. 446-5643.

WILL CLEAN YOUR HOUSE OR APT., experienced, refs., reas. 747-5531.

FOR RENT

WEST WAYNE APT., 1 bdrm, util, washer & dryer, incl, $165. 422-3626.

HOUSE, 2 bdrms, $180 plus util. 449-0383.

HOUSE, unfurnished, 5 rooms, adults, no pets, $130/month plus dep. 484-4938.

In memory

Russell L. Ramel, Cashmere, Wa., died March 6. He was an industrial trucker for SMD prior to retiring in 1963.

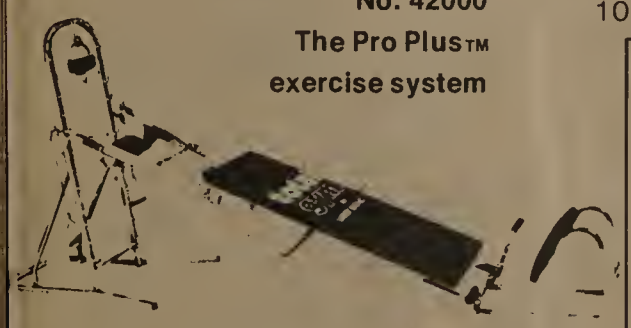
Herbert E. Edgar, 3614 S. Barr St., died March 5. He was a machine wire insulator at Taylor Street prior to his retirement in 1970.

Rose Katherine Dowling, Poplar Bluff, Mo., died March 4. She worked in Building 17-3 prior to retiring in 1955.

George W. Owens, 5010 North Bend Dr., died March 4. He was a standard specialist in Building 31-2 prior to retirement in 1974.

Harry Hedglin, 5505 Riveria Dr., died March 3. He worked in quality control at Taylor Street prior to retiring in 1982.

No. 42000
The Pro Plus™ exercise system



Retail Price $499.95
Employee's Store Price **$399.95**

AT YOUR EMPLOYEE STORE
1030 Swinney 10-5:30 M-F

IMPROVE YOUR HEADLIGHT SYSTEM WITH GE HALOGENS



Get the most out of your headlight system with GE Halogen headlights

Sale Price	$11.99
GE REBATE H6024	-4.00
Your Price	$ 7.99

Similar savings on other Halogen headlight types

		H4001 H5006	
		H4651 H4656	
		H4001 H5006	
H6052		H4651 H4656	
Sale Price	$11.99	Sale Price	$6.00
GE REBATE	-2.00	GE REBATE	-1.00
Your Price	$9.99	Your Price	$5.00

***ADLETS**
GE NEWS BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:
☐ For Sale * ☐ Ride Wanted
☐ Wanted ☐ Riders Wanted
☐ For Rent * ☐ Lost
☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form **by noon Friday** for publication Thursday. You may submit only one adlet per issue of the **GE News. No more than 40 letters per Adlet, please.** Print phone number only on line Indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

* The item(s) referred to in this ad are in no way connected with any business venture

Signature

Plant Protection officers do a variety of jobs

What GE job requires working occasionally on weekends and holidays, walking up to seven miles some shifts, monitoring as many as 30 pieces of equipment, being a telephone operator and a firefighter, and answering all kinds of emergencies from a heart attack to a car stuck in snow?

On a typical shift, Plant Protection officers may do a combination of some of these tasks and others, according to supervisors **Bob Walt** and **Dave Osborn.** "Our people do a lot more than what our employees see," said Walt.

During a typical year, the 31-person force will check 20,000 valves, 12,000 fire extinguishers, 50,000 feet of fire hose and issue 3,000 cutting and welding permits. They will also process 15,000 visitors and 50,000 trucks.

Employees satisfied with badges

Perhaps the most visible job Plant Protection officers have is maintaining security at plant gates, and checking employee badges is a new part of that responsibility.

"Just about all the feedback we have from employees is that they are satisfied with the new badge system," said Osborn.

"The officers are getting used to checking them, and all in all, the people have been very cooperative," added Osborn.

While it may appear the officers are just watching employees pass by, Walt said, "They see a lot more than people think. They're pretty sharp." Also, while working in a gatehouse, officers monitor several emergency radios and other equipment.

One of the recent changes in the plant protection system was the changeover from the brick guardhouses to the new, smaller gatehouses.

Most officers say the security badge system has helped them keep better control of incoming traffic. The new guardhouses provide greater visibility, but adapting to the smaller quarters has been a big adjustment largely because they are more confining.

Officers respond to emergencies

One of the most important aspects of the officers' jobs is responding to emergencies. When employees encounter an emergency, they are encouraged to all the emergency phone numbers — Broaday, Ext. 3311; Taylor Street, Ext. 4333; and Winter Street, Ext. 5333.

The immediate response will come from a Plant Protection officer.

"We're trained to do about anything," said Osborn. "If someone falls or someone is injured, we're trained to help."

Walt added, "For example, one time three of our officers kept a guy who was eating a hot dog from choking to death."

All officers are trained in first aid, and two officers, Gerry Houser and Tom Koop, are qualified first aid instructors.

Officers are also firefighters

One main concern for a large industrial site is the threat of fire. For that reason, explained Walt, all Plant Protection officers are also trained as firefighters.

"Prevention is a big part of our job," explained Osborne. Part of Plant Protection's job is to patrol all GE property and check all valves monthly, weekly and many even daily.

They also issue permits for welding. "Before any welding torch is ignited, we check everything out before they begin. And at Taylor Street right now, we're really busy," said Osborn, referring to the construction of the Electronic Controls Department facility.

Training is a major reason GE's firefighters have such an excellent record. Five protection officers will be instructing at the fire training school March 27-29 for all GE Plant Protection officers and the 225 GE volunteer firefighters.

Dan Moore, manager of Plant Protection and Security said he is proud of the officers. "They have done an excellent job. We have made several changes in their duties, and they have accepted the changes very well and are doing an excellent job overall."



Gerry Houser (left) practices administering first aid to Mel Hollins. Both work at Broadway.



Danny Richmond, Winter Street, inspects a drain valve.



Frank Chandler, Broadway, inspects a fire valve.



Freddie Saylor (right), Taylor Street, issues a cut and weld permit to a construction welder.



Duane Miller, Broadway, logs out a truck driver as part of his gate security duties.

MAR 27 1984

General Electric News

MARCH 22, 1984 FORT WAYNE, INDIANA VOLUME 66, NO. 12

Story on p

SMD rebounds in 1983; outlook for 1984 'good'

"A good year" is how Roger Morey, general manager of the Specialty Motor Department, recently described 1983 for SMD at the annual business review. He predicted "an even better year for 1984." Morey became general manager of SMD late in 1983.

Morey said most SMD markets rebounded from the 1982 recession year. The exception was room air conditioning, where excessive inventories carried over from 1982 prevented growth. SMD provides motors for central heating, air conditioning, appliance, ceiling fan and business equipment markets.

SMD continued to invest steadily in 1983, with at least one large investment at each department location. At its Fort Wayne headquarters in Building 4, SMD installed an office information system which will soon be connected by telephone to all locations. (See related story on page 2.)

Major accomplishments for SMD included the introduction of the Programmable™ Motor. The first production motors were for ceiling fans. SMD has also initiated Programmable™ Motor projects with major customers in other key markets.

Total quality costs continued their downward trend to an all-time low with a 15% improvement over 1982. "Of more importance is how our quality is perceived by our customers," said Morey. Customer reported non-conformances were cut in half during 1983.

Productivity cost improvements, base cost controls, improved capital turnover and reduced quality costs resulted in a savings to the business of almost $6 million, said Morey.

1984 predicted to be better

Morey expects strength in all market segments for 1984. "Overall, we expect customer demand to be up 9%," said Morey. Improvement in market outlooks for housing, appliances and other durable goods, and non-residential construction is expected.

Productivity will also be a key issue for 1984 because SMD markets are being challenged by both domestic and foreign competitors.

During 1984, SMD will continue to invest in key programs at all locations. By early in the second quarter, SMD will have installed a Tektronix work station in Fort Wayne to connect headquarters to the new Component Motor Department finite element analysis engineering design system. This new system should allow SMD to be "better informed, more responsive and more aggressive in the marketplace," according to Morey.

Major investments are planned for SMD facilities in Reynosa, Singapore, Springfield, Mo., Jonesboro, Ark., and Tell City, Ind.

Achievement of pricing plan important

"A significant market issue in 1984 will be the achievement of our pricing plans to offset inflation and achieve maximum financial results," said Morey. Tight cost controls on programs, salaried personnel and other items will also be maintained. Morey said SMD internal indices have exceeded the rate of inflation.

Other plans for 1984 include pursuing full automation of some product lines, development of technology programs with the automotive industry, and expanding production of the 39 frame Programmable™ Motor for multiple applications.

An important challenge in 1984 for SMD, according to Morey, is a continuation of the emphasis on quality to again achieve a significant reduction in costs and improved performance for customers.



At the annual business review, Roger Morey, SMD general manager, said although SMD's market share position is strong, a primary challenge in 1984 will be to combat pressure from domestic and foreign competitors.

Morey said, "While some of our progress in quality has been significant, our performance does not yet match some of our offshore competitors who are pursuing domestic customers. We must reduce failure levels quickly and pursue investment programs, which can show significant quality gains."

Specialty markets support STD recovery

While the Specialty Transformer Department is experiencing a modest recovery in its "bread and butter" markets, such as machine tools, industrial, and nonresidential construction, growth in specialty markets also has helped to strengthen STD business.



Jim Rice, manager of Internal and Canadian sales for STD, and Ed Hutter, product engineer for STD, inspect the sample power delivery transformer designed for the Medical System's new Magnetic Resonance machine.

"We are serving a diverse specialty market right now, as evidenced by three new orders," said **Ron Clark**, manager of marketing for STD."

STD won an order for over $1 million worth of power conditioning equipment for General Electric's Medical Systems Group in Milwaukee, Wis.

STD competes internally as well

"Even though Medical Systems is an internal customer, they look within and outside of GE for these products. We must be competitive with price and quality just like anyone else," explained Clark.

The transformers will be used in GE's CAT-SCAN products to provide clean, stable power so the x-ray equipment will function properly.

Although STD often wins orders from Medical Systems to supply transformers for their x-ray equipment, the products keep changing. "We have to keep changing our products to keep pace with their new developments," emphasized Clark.

STD is also working with Medical Systems to provide a transformer for their Magnetic Resonance machine, a new medical diagnostic tool which provides results similar to those of an x-ray machine.

In January, STD received a $350,000 order from the Air Force. STD will produce power transformers which will provide power to Air Force communication buildings. Engineers worked on special designs to win the order which will be delivered in 1984.

A special marine design transformer won STD a $200,000 order from a new shipbuilding customer. The transformers will be installed in four commercial ships in 1984 and 1985. This special transformer system is designed to withstand the rugged shipboard application and the unique environmental and safety considerations.

"STD is responding to our customer's unique needs," said Clark. "We're a diverse business. We're working to save lives in the medical equipment area; we're providing power for communication for our country's defense, and we're providing power for something as diverse as a commercial ship."

Office automation systems add to SMD productivity

New office automation systems in several locations have made employees' work much more productive and more fun.

One of the most impressive is the Wang Office Information System (OIS) used by employees in the Specialty Motor Department in Building 4-6.

Bob Schmidt, manager of business analysis, said SMD was one of the first components in the company to get this advanced office information equipment.

The Wang OIS is used primarily for word processing by all the department secretaries, but another time-saving feature of the equipment is the ability to create charts in less than half of the time necessary to do them by hand.

Equipment creates graphs

Graphs are created by the use of menus which prompt the user for all the necessary data. Pie, bar and linear graphs can all be created using the computer.

"We used to have about everyone on the whole floor working on charts. Even then, if someone wanted to change something at the last minute, it would take our secretaries many hours to make corrections. Now just one or two people can do the work," explained Schmidt.

The demand for graphic presentations requiring charts has increased in the last two years. For instance, charts and graphs are used for internal department reviews, quarterly reviews and presentations to other departments.

Recently, much work went into making a graphic presentation for General Electric Chief Executive Officer Jack Welch.



Nancy Riggs and Bob Schmidt can create graphs on Specialty Motor Department's new office information system in less than half the time it used to take to produce them by hand.

Secretaries to learn system

Nancy Riggs, business analysis specialist, has worked with the new system and developed about 20 charts used for the Welch presentation. "We are still in the developmental stages of creating the graphics on the new equipment," she said. She plans to teach all the secretaries how to use the system.

Within a few months, SMD branch plants in Tell City, Ind., Jonesboro, Ark., and Springfield, Mo., will be able to communicate through the new system with Fort Wayne headquarters.

Besides being more efficient, the new equipment makes chart making more "exciting and fun," according to Riggs.

Company follows formal procedure regarding excessive absences

According to **Bill McShain**, manager of union relations, the Non-Disciplinary Termination Procedure is not an easy subject to discuss. As the name implies, it is a procedure whereby employees may be terminated if their work history indicates they have been unable to attend work on a regular basis over a long period of time due to personal illness.

Regular attendance needed

"On the surface, it may sound cold and cruel," he said, "but imagine a situation where an employee regularly misses three months out of 12, year in and year out due to personal illness. It's clear that the employee is not suited for the kind of work we have at General Electric where regular attendance is expected and required."

McShain said the procedure isn't employed too often, since the vast majority of people are able to attend work on a regular basis. "After all," McShain said, "some personal illness is expected. When an occasional illness occurs, employees should take advantage of GE insurance plans to the extent needed, get well, and then return to work."

He emphasized that the non-disciplinary termination procedure applies only to chronic situations where people have a long history of personal illness problems.

"Because of the importance and sensitivity of the issue," McShain said, "we carefully consider the employee's record over a long period of time, including number and duration of absences and the nature of the illnesses. Therefore, an individual who simply had a recent concentration of personal illness periods would not be affected by the procedure."

The Non-Disciplinary Termination Procedure is based on the company's right to expect reasonably regular work attendance by employees. While the disciplinary rules and procedures apply to unexcused absences, the non-disciplinary procedure applies to excessive absences generally beyond the employee's control.

All employees reviewed

Under this procedure, all employees' attendance records will be reviewed annually. Those employees with absence histories approaching 25% absenteeism or more over the last two consecutive years will automatically be further evaluated for action under this procedure.

If the employee's record does not warrant further evaluation, it will be reexamined at the next annual review or at the conclusion of an absence of two weeks or more if such absence occurs prior to the next scheduled review.

Further evaluation of an employee's attendance history will be to determine the reasonable expectations of future attendance. This evaluation will include, but not be limited to, the following:

- notification to the union of the potential non-disciplinary action,
- opportunity for the employee and the union to submit relevant information regarding future attendance,
- encouragement of the employee to take any actions which would enable attainment of a reasonable attendance record,
- company doctor inputs and evaluation of the employee's medical condition(s),
- additional medical opinion, if requested,
- review of the employee's total attendance record.

First letter explained

If it is determined that non-disciplinary actions are not warranted, the employee's record will be refiled for the next annual review. If the determination is that non-disciplinary action would be appropriate, the first letter of this procedure will be issued.

All actions during this evaluation process will be documented, along with relevant information, and filed in the employee's personnel records.

If the first letter under this procedure is issued, it will remain active for a period of two years. During this time the employee's attendance record will be reviewed every three months, and any negative trends will be brought to the attention of the employee and the union.

Second letter issued

If the employee's record indicates absences approaching 30% or more in any consecutive six-month period during the two years, evaluation for termination under this procedure will be initiated automatically. This evaluation will include the same considerations as those for the first letter. If it is determined that the employee will probably continue to be unable to maintain regular attendance, the termination letter will be issued.

If during the two year active period the employee's attendance record does not "trigger" any further evaluation, the first letter will be considered expired. The employee will again be subject to the annual reviews. The expiration of this letter does not rule out the issuance of a subsequent first letter if the employee again experiences absences which exceed the standard measurements.

EELP money available from GE for college loans

Employees who have children nearing college age or who are considering college themselves can apply for a loan from the company through the Employee Educational Loan Program (EELP).

EELP loans require no showing of financial need, and the money must be repaid in installments beginning immediately. Loans must be repaid within 10 years. The interest rate charged is currently 9½%, but it varies from year to year.

"Employees can apply for EELP if they don't qualify for the Guaranteed Educational Loan Program," said **Doyt Schaadt**, manager of personnel accounting and banking.

Unlike EELP, GELP loans for employees and their dependents are based on financial need. Borrowers do not have to begin repayment until six months after graduation. No interest is charged while the student is in college. New borrowers will pay 9% beginning the first day of the seventh month following graduation.



Champion netters

The "Better Netters" proved to be the best volleyball team at the GE Club's annual tourney. They beat "AML," who finished tops in weekly league standings, 15-10, 15-13. Members of the championship team are (from bottom left) Charlie McCoy, Mark Muller, Dean Miller, Walt Noll, Bill Freiburger and Dave Winters. Jeff Coffee and Don Lockwood are not pictured.

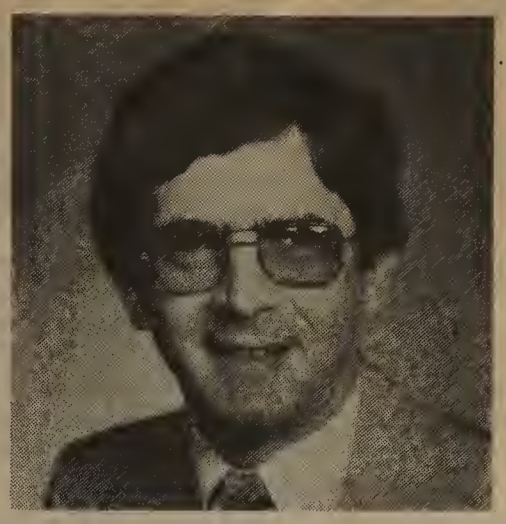
Roger Clark named manager of employee relations for ECD

Roger W. Clark has been named manager of employee and community relations for the Aircraft Engine Electronic Controls Department in Fort Wayne. He reports to **Dale Weaver**, plant manager. The appointment was effective March 15.

Clark had been manager of personnel practices for Carboloy Systems Business Department, Detroit, since 1979. Previously he was manager of communication and field relations in Detroit and manager of employee relations for Carboloy in Cleveland.

He joined the company in 1970 on the Employee Relations Management Program.

Clark earned a masters degree in business administration from Kent State University and a bachelors degree in psychology at Baldwin Wallace College in Berea, Ohio.



Roger Clark, ECD, will move to Fort Wayne soon.

He and his family plan to relocate to Fort Wayne in the next few months. Currently, he is spending much of his time in Evendale, Ohio, with the Aircraft Engine Business.

Meeting planned for softball managers

Any GE employee interested in managing a softball team should call the league manager, **Larry Johnson**, Winter Street, Ext. 5266. A meeting for all team managers will be held Apr. 4 at 5 p.m. at the GE Club. League play will begin during the first part of May.

IRS to offer free tax help

Free tax assistance for GE employees and pensioners will be offered at two sessions by the Internal Revenue Service. An IRS specialist will be at the GE Club March 27 and at the Training Center at Taylor Street on March 28. Both sessions will be from 11 a.m. to 1 p.m.

Employees who need help completing forms or who have questions about their forms should bring this year's tax package, W-2 forms, interest statements from banks, a copy of last year's tax return and any other relevant information concerning income and expenses.

40 years of service



Al Ostrognal
Engineering
Taylor Street

Adlets

FOR SALE

KENMORE SEWING MACHINE & ATTACHMENTS, prtbl, hvy duty. 485-0875.

STEMMED HAND-PAINTED CRYSTAL GLASSES, $3 ea; 12 crystal plates, cups & saucers, $50. 745-5842.

'73 DODGE SATELLITE, runs great, new brakes, $800. 447-7650.

HAMMOND ORGAN, full keyboards, rhythm section, ex. cond., $1,750 or make offer. 485-9724.

BICYCLES, 4: 20" boy's, 10 spd, 5 spd. lady's, tandem Schwinn. 747-5510.

KNEE-HOLE DESK w-glass top, blond wood, med. sz., $40. 484-6394.

'74 AIRSTREAM, 29', good condition. 432-6062.

SOFA, lt. bwn & tans, large, must sell. 745-1645.

TRIPOD BUMPER JACK; 6 tire chains w-straps, $25. 747-0386.

MAGNETIC BASE CB ANTENNA; 15 lb. bowling ball; Kodak folding camera. 432-2734.

MOVIE PROJECTOR SUPER 8 B&H MX60, 4 spd. zoom, $85. 493-2241.

'78 CORDOBA CHEVROLET, nice, low mileage. 745-5626.

BERETTA 9 MM; S&W auto, Mdl 41; ammo for 45, 9 MM, 380, 38, $7-$12/box. 426-4485.

'75 MERCURY BOBCAT, good cond., low mileage. 632-4265.

TIRES: 2, G78-15 w- 6 hole Chev. rims. 485-1213.

'77 CADILLAC; kitchen cabinets; bath & vanity cabinets; waterbed; refrigerator. 745-4128.

CARPET, 4 rooms w-pads, gold, good cond., $125. 447-4066.

TWIN BED - box springs, mattress & frame, 6 mos. old, $100. 449-1063.

WANTED

TO BUY '73 or '74 PLYMOUTH VALIANT. 447-7968.

LIONEL & AMERICAN FLYER TRAINS, any cond. 1-724-8011.

ELECTRIC TYPEWRITER, portable, call aft. 5:30 p.m. 424-8734.

FOR RENT

FLORIDA COTTAGE AT ENGLEWOOD ON THE GULF, avail. now thru April 7, reas. 627-3431.

GARAGE & APARTMENT, 1032 Swinney Ave., will rent garage sep. to employees. 747-0241.

NE RANCH HOME, 4 bdrms, 2 baths, cen. air, 1/2 acre, fenced yard, nice. 447-6067.

HOUSE, unfurnished, 5 rooms, adults, no pets, $130/month plus deposit. 484-4938.

COTTAGE, lake front, Big Long Lake, slps 7, good beach. 749-0222.

SERVICE

CONCRETE CONSTRUCTION, repair/replace, call aft. 6 p.m. 446-5643.

WILL CLEAN YOUR HOUSE OR APT., experienced, reas., refs. 747-5531.

WEDDING PHOTOGRAPHY. 744-1817.

In memory

Otto R. Borkenstein, 3523 Plaza Drive, died March 10. He retired from GPM in 1958.

Edward J. Horstman, 4815 Montrose Ave., died March 10. He was a supervisor of maintenance and facilities at Winter Street prior to retirement in 1970.

Ray E. Mutton, 11116 Smith Road, died March 9. He was an engine lathe operator at GPM Broadway prior to retiring in 1964.

Mary L. Beal, died March 7. She worked at GPM Broadway prior to her retirement.

Bowling

Sun. Nite Mixers

Maria Hughes (199-199-183)	581
Cora Conrad	203
Mary Kern (202)	516

GE Office 3/12/84

Art Hartman (229-205-193)	827
Wayne Fulkerson (211-200-198)	609
Dick Wells	238
Tom Schible	222
Leroy Collins	222
Maury Haines	211
Don Neuhaus	210

Small Motor

Maury Haines (197-231-197)	625
Will Doehrman	228
Martin Leininger	223
Bill Franklin	221
Mel Guillaume	216
John Segyde	211

Elex calendar - April

2 - Partizan Chapter Board meeting, 11:30 a.m., Azar's Restaurant, 1033 East Tillman Rd.

9 - Elex Club annual "Boss Night" supper and program, Hall's Guesthouse, 1313 West Washington Center Rd. Cash bar 5 p.m., supper 6:30 p.m., tickets $8. Menu: Baked ham with fruit sauce, baked potato, broccoli, salad, pie, beverage. Entertainment by "Tahitian Tamure" dance troupe from Bordner's School of Dance.

11 - Pen-El Chapter luncheon and meeting, 11:30 a.m., Bethany Presbyterian Church, 1616 West Main St.

12 - Reservation deadline for April 19 luncheon.

12 - Elex educational program for members only, "Live Food Presentation", 7 p.m., NIPSCO, 116 East Wayne St. Reservations required.

16 - Elex Executive Committee meeting, 4:45 p.m., Building 18-3 Conference Room.

17 - Partizan Chapter meeting, NIPSCO, 116 East Wayne St.

17 - Elex educational oil painting class. Reservations required.

18 - El-Par Chapter luncheon and meeting, 12 noon, Hobby Ranch House, 3204 North Anthony.

19 - Elex luncheon and program, 11 a.m. (note the time change), Hobby Ranch House, 3204 North Anthony. Program by Karen Sue Humbarger, Gospel vocalist. Luncheon menu: Swiss steak, mashed potatoes and gravy, tossed salad, pie, beverage. Tickets $4.50 for members and $5 for guests. Attendance prizes.

19 - Elex educational class, 7 p.m., Bldg. 18-1 Conference Room, for Elex members only, "Women Work and Family" with Kathleen Schrock. Reservations required.

23 - Honor-Ettes Chapter meeting, 1 p.m., Salem United Church of Christ, 2401 Lake Ave.

23 - Elex educational oil painting class - reservations required.

24 - Elex Club Executive Board meeting, 7:30 p.m., Bldg. 18-1 Conference Room.

25 - Elex educational oil painting class, reservations required.

26 - Elex educational oil painting class, reservations required.

26 - Partizan Chapter Mixer Party, Sears Pavilion, 1701 Bluffton Road.

27 - Quintus Chapter meeting, 1 p.m., Georgetown Library, 6600 East State Blvd.

30 - Elex educational oil painting class, reservations required.

***ADLETS**
GE NEWS BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

☐ For Sale* ☐ Ride Wanted
☐ Wanted ☐ Riders Wanted
☐ For Rent* ☐ Lost
☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form **by noon Friday** for publication Thursday. You may submit only one adlet per issue of the **GE News. No more than 40 letters per Adlet, please.** Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

* The item(s) referred to in this ad are in no way connected with any business venture

_____
Signature

Employee Assistance Program remains strong

Eleven percent of Fort Wayne and Decatur GE employees have utilized the Employee Assistance Program since its introduction in August 1980, according to **Dag Arnold**, EAP coordinator. On average, about 10 additional employees make use of the program each month.

EAP is designed to help employees and their families deal with personal problems. Since August 1980, 430 employees from Fort Wayne and Decatur have used the program.

"The high utilization rate suggests that EAP is meeting a genuine need for GE employees," said Arnold.

In 1983, the number of male employee referrals declined and female numbers increased. Male referrals totaled 52%, and 48% were female. In the program's first year, 66% were male and 34% were female.

Most employees refer themselves

"Many of our clients (27%) refer themselves to the program," said Arnold. "They hear about the program from other EAP clients, they see the posters, or they read about it in the **GE News**," he added.

"We also get a lot of referrals through the cooperation of the unions," explained Arnold. For example, officers, grievers and stewards of IUE Local 901 and Lodge 70 referred 26% of 1983 EAP clients.

Managers and supervisors referred 25% of last year's clients while 22% were referred by the medical staff.

Alcohol abuse or other alcohol related problems were identified in 32 referrals, or 25% of the EAP case load for 1983.

"The Alcoholics Anonymous Group which meets Thursdays at 4:30 p.m. continues as a bright spot in our aftercare efforts. Local 901 provides free use of the hall for this activity," said Arnold.

Coping with stress causes problems

Depression or the inability to cope with stress was the second largest problem category. It made up 22% of the caseload.

To combat this high percentage of stress-related problems, Arnold conducts stress management seminars for employees. "In these programs, I encourage employees to get in touch with the stressors in their lives and learn how to be responsible for dealing with them effectively," explained Arnold. (A stressor is something caused by a stimulus or event in a person's life such as divorce, death, burnt supper or being alone on a vacation.)

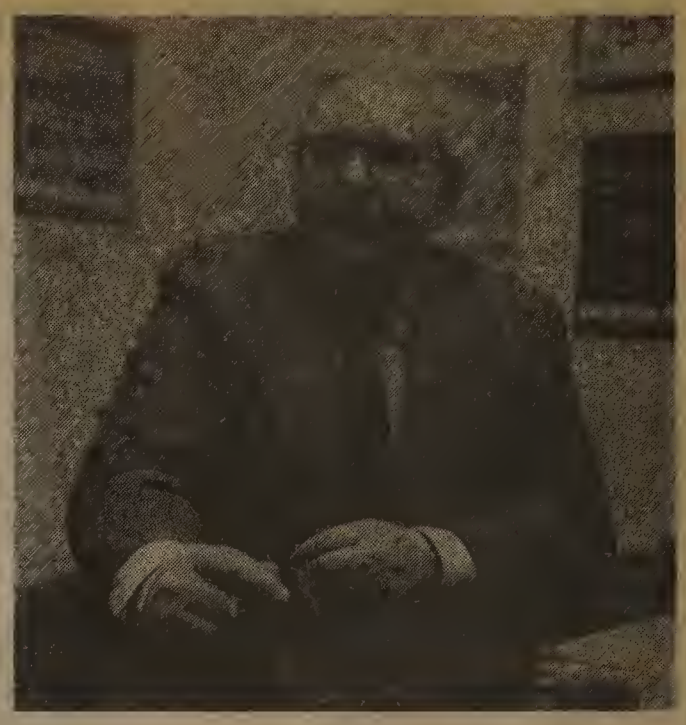
More than 500 employees have attended one of the Stress Management programs which are usually presented after working hours.

Marital and divorce relationships were the cause of 16% of the referrals.

Other reasons why GE employees used EAP were: problems with children, 7%; significant financial problems, 6%; drug abuse, 3%; and "miscellaneous" problems such as legal, physical and social problems, 14%.

About 30 employees each month maintain a "follow up" or "aftercare relationship" with EAP, said Arnold. "Depending on the specific need, these support relaionships go on from three months to three years," he said.

"EAP continues to receive the highest level of support and cooperation from both labor and management," said Arnold. "The leadership group from labor and management is very committed to helping and supporting at every opportunity."



Dag Arnold, Employee Assistance Program coordinator, sees an average of 10 additional GE employees each month. Many of them "refer" themselves.

S&SP income tax questions answered

With the April 16 income tax filing deadline only weeks away, employees have asked a number of tax questions about their Savings and Security Program Savings. Here are the responses provided by Fort Wayne GE benefits experts:

Q: What income taxes do I have to pay on my Savings and Security Program investments?

A: You pay no taxes on interest income earned on any securities as long as they remain in your S&SP account. That's because S&SP is a tax shelter endorsed by federal and state tax laws. You may have to pay taxes, however, on withdrawals, payouts and final distributions. Here's how that works:

If you received a payout or withdrawal in 1983, you will have taxable income to report on your tax forms this year if the total value of the distribution was greater than your "unrecovered investment." The amount of taxable income you need to report is on the bottom of the **Tax Information Statement** you received in late January.

Q: What income do I report on my tax returns for securities I received in an S&SP payout and later redeemed in 1983?

A: At the time of any distribution, each of your securities is assigned a "tax cost." When you later redeem these securities, your taxable income is computed by subtracting the tax costs from the "redemption value" you receive for your securities. Here's how to find the tax cost:

- The "tax cost" for **S&S Mutual Fund** units and for **Long Term Fund** units is reported on your **Statement of Account.**
- The tax cost for **U.S. Savings Bonds** purchased with **employee contributions** is the "issue price." For bonds purchased with **company matching payments**, the tax cost is the redemption value at the time of distribution. The redemption value is printed on colored cards mailed to you with the bonds. The cards should be retained.
- The tax cost for shares of GE stock is printed on your annual Tax Information Statement. Tax cost for other securities are also listed on this statement.

Q: What about income and dividends I receive on my securities.

A: Income and dividends on securities that remain in the S&SP holding period, the Retirement Option Account or the new Deferred Pay Account are not taxable. However, if you have received securities in a distribution, you must report dividends, income and capital gains annually — except for interest on U.S. Savings Bonds.

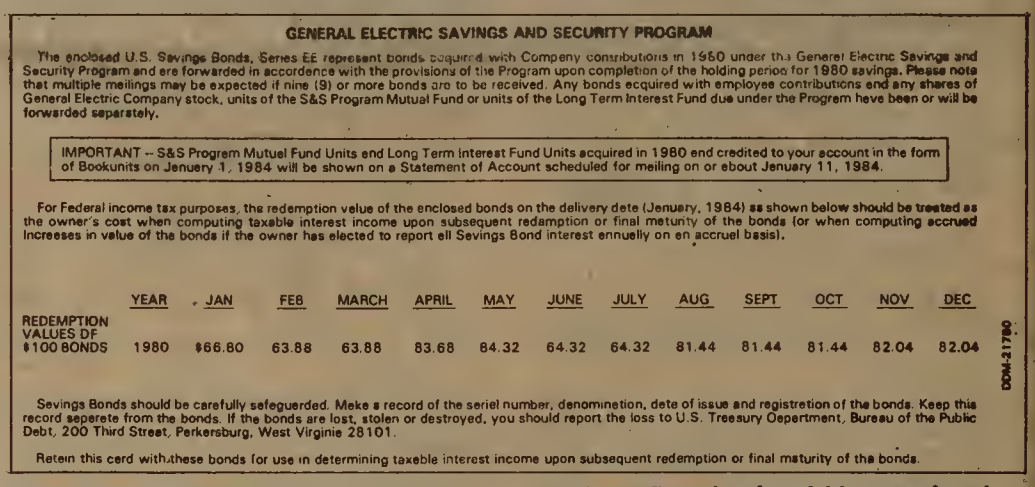
The S&SP Trust provides this information at the bottom of your annual **Statement of Account** for the S&S Mutual Fund and Long Term Fund and with the dividend statement for GE stock.

Q: Do I have to pay an "intangibles tax" if I am in the Savings and Security Program?

A: If you owned GE stock, S&S Mutual Fund units or Long Term Fund units on Dec. 31, 1983, that were previously paid out to you, then you must report the dollar value on your Indiana Income Tax form. Securities that remain in the holding period or the Retirement Option Account do not have to be reported for intangibles tax.

To calculate the intangibles tax on securities you own outside the S&SP Trust, you must use the closing Dec. 31, 1983, prices, which were reported previously in the GE News. Those prices are: GE stock, $58.625; S&S Mutual Fund units, $35.74; Long Term Fund units, $10.38.

First you must multiply those prices times the number of units or shares you owned on Dec. 31. The tax is calculated by multiplying .0025 times that amount.



GENERAL ELECTRIC SAVINGS AND SECURITY PROGRAM

The enclosed U.S. Savings Bonds, Series EE represent bonds acquired with Company contributions in 1980 under the General Electric Savings and Security Program and are forwarded in accordance with the provisions of the Program upon completion of the holding period for 1980 savings. Please note that multiple mailings may be expected if nine (9) or more bonds are to be received. Any bonds acquired with employee contributions and any shares of General Electric Company stock, units of the S&S Program Mutual Fund or units of the Long Term Interest Fund due under the Program have been or will be forwarded separately.

IMPORTANT -- S&S Program Mutual Fund Units and Long Term Interest Fund Units acquired in 1980 and credited to your account in the form of Bookunits on January 1, 1984 will be shown on a Statement of Account scheduled for mailing on or about January 11, 1984.

For Federal income tax purposes, the redemption value of the enclosed bonds on the delivery date (January, 1984) as shown below should be treated as the owner's cost when computing taxable interest income upon subsequent redemption or final maturity of the bonds (or when computing accrued increases in value of the bonds if the owner has elected to report all Savings Bond interest annually on an accrual basis).

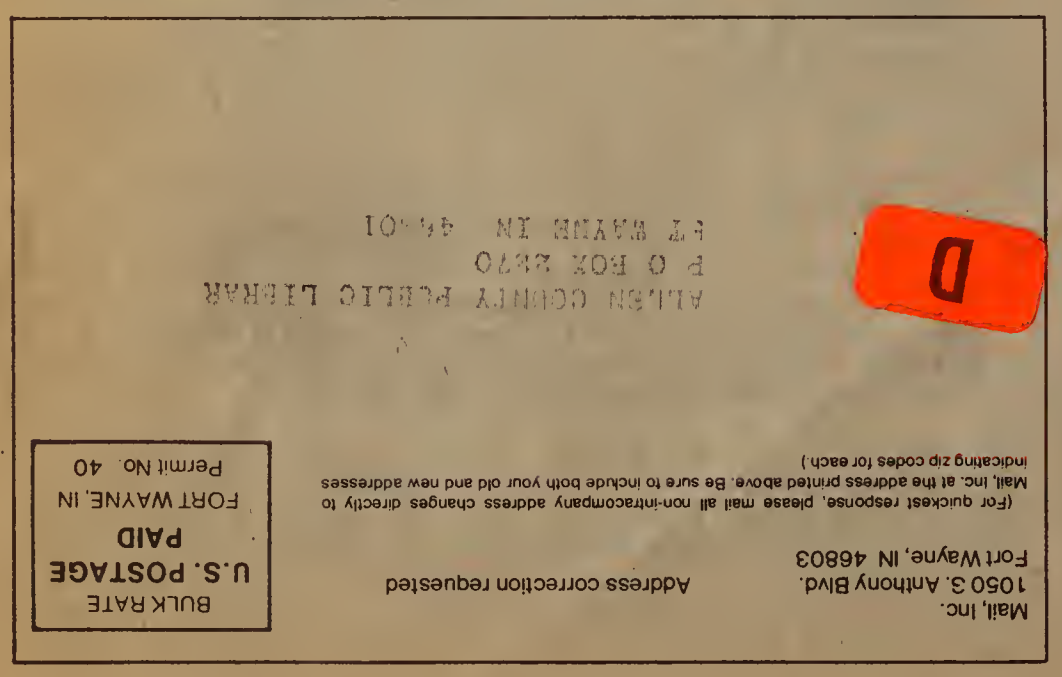
	YEAR	JAN	FEB	MARCH	APRIL	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC
REDEMPTION VALUES OF $100 BONDS	1980	$66.80	63.88	63.88	83.68	84.32	64.32	64.32	81.44	81.44	81.44	82.04	82.04

Savings Bonds should be carefully safeguarded. Make a record of the serial number, denomination, date of issue and registration of the bonds. Keep this record seperate from the bonds. If the bonds are lost, stolen or destroyed, you should report the loss to U.S. Treasury Department, Bureau of the Public Debt, 200 Third Street, Parkersburg, West Virginia 28101.

Retain this card with these bonds for use in determining taxable interest income upon subsequent redemption or final maturity of the bonds.

DDM-21780

These cards mailed with payouts of U.S. Savings Bonds should be retained.



Mail, Inc.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803

Address correction requested

(For quickest response, please mail all non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)

BULK RATE
U.S. POSTAGE
PAID
FORT WAYNE, IN
Permit No. 40

D

ALLEN COUNTY PUBLIC LIBRARY
P O BOX 2270
FT WAYNE IN 46801

138 more employees join Deferred Pay Account

A second wave of 138 Fort Wayne GE employees enrolled in the new Deferred Pay Account of the Savings and Security Program in March, according to statistics released this week.

More than one out of three Fort Wayne employees now participate in this new tax-shelter benefit. A total of 1,060 employees have enrolled in DPA to decrease their federal and state income taxes and save for long-term goals. That's up 15% from the 922 who initially enrolled in February.

With the deadline for filing 1983 income tax returns just days away, many employees are looking for ways to reduce their tax burden for next year. As many employees have already discovered, the Deferred Pay Account is a government endorsed program that can help save taxes several ways:

• The dollars employees save in Deferred Pay are not taxed until they are withdrawn from the plan. That means the taxes withheld from weekly paychecks are reduced immediately. Also, the W-2 statements distributed to DPA participants next January will show this reduction in taxable income.

• Like any other S&SP savings, the interest and dividends earned on DPA investments will not be taxed while they are in the program. Since the full amount of interest and dividends is automatically reinvested, savings can grow much faster in S&SP than they do in savings accounts that are not tax sheltered.

• When DPA savings are withdrawn, the employee may be able to take advantage of other tax savings opportunities. These may include 10-year averaging tax treatment, a "rollover" of the taxable portion into an Individual Retirement Account, or simply the fact that at retirement many individuals find themselves in a lower tax bracket.

General Electric
FORT WAYNE, INDIANA
APRIL 12, 1984 VOLUME 66, NO. 15

PERIODICALS
ALLEN COUNTY PUBLIC LIBRARY
GENERAL PERIODICALS NON-CIRCULATING

HMO all-employee program aimed at 'Staying Alive'

Although facing eventual phase-out of their product lines from the Fort Wayne facility, the employees of the Hermetic Motor Operation remain concerned about quality and productivity.

An employee committee developed an all-employee involvement program centered around the goal, "Stay Alive 'Til '85." **Ray Watkins**, acting plant manager, and **Dottie Askren**, plant relations manager, met with all employees last week in several meetings to officially kick off the 1984 program and to communicate HMO's 1983 business results.

Meeting 1984 goals can help 1985

The program title, "Stay Alive 'Til '85" has a significant meaning. Askren told employees, "Your committee agreed that we do not want to roll over and play dead. Instead, staying alive by meeting our goals in 1984 will give us a better chance of being here until the phase-out completion in 1985."

Askren said the committee decided on a program with a team concept because "we really are all working together as a team." The program is centered around all employees meeting specific plant goals which, if met, will result in employees receiving awards.

The goals include efficiency at the budgeted level, 100% production of schedule, meeting the budget on quality costs, no customer complaints, suggestions submitted by 5% of the employees, 98% attendance and zero lost time accidents. Awards will be given to employees monthly for achieving one or up to all seven of the goals.

Also, special individual incentives will be offered. For instance, each month the suggester whose idea results in the greatest estimated savings will receive a special parking space for a month or a bus pass for a week in addition to a cash award.

All suggestion submitters will receive a GE t-shirt. Employees can also win cash awards for perfect attendance.

So employees know how the whole HMO team is doing, supervisors will hold monthly meetings to review the previous month's results. Overall results will also be published regularly in the HMO newsletter.

1983 employee program successful

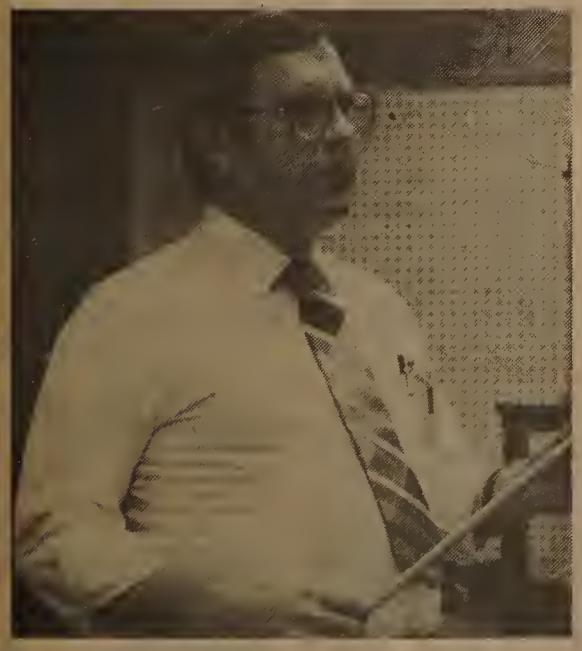
Even though HMO business results in 1983 showed that having just one more employee would have put HMO "in the red," Watkins said overall, 1983 was a "super" year for HMO. "Every employee can take credit for our success in meeting plant goals in 1983," he said. "A key tool in our success was the 1983 We C.A.R.E. employee program."

Because of the cooperation of employees and the overall improved economy which has produced a slight upswing in business, Watkins expects most product lines to remain in production until July vacation time. Plans originally had estimated the product transfer to Scottsville, Ky., would begin in May.

Single phase Trane models move first

He said the product transfer will probably begin with the single phase Trane models, followed by the three-phase Trane models and then all other products. The transfers are part of the overall GE motor consolidation plan to reduce excess manufacturing capacity and make GE motor businesses more competitive.

Watkins announced the names of 16 employees who were randomly selected to tour the Holland, Mich. plant on May 10. The trip is part of a reward for meeting quality cost and customer complaint goals in the 1983 We C.A.R.E. program.





Ray Watkins (above), acting plant manager for the Hermetic Motor Operation, officially presented the "Stay Alive 'Til '85" all-employee program last week. Employees In 17-4 (right) and all other HMO employees heard about the program which rewards employees for quality and productivity achievements.

GE benefits directory:

Here is the updated directory of GE benefits personnel including the new pensioner contacts. To reach these persons from outside the GE plants, just dial 428 plus the extension listed.

Of course, the first source of help concerning GE benefits is your GE benefits booklets.

If the benefits booklets do not provide the answers you need, you may contact the employee relations representative for your location. The people listed below may best serve your needs for specific information.

Broadway

CIMD
Hourly . . . . . Doug Pipes, 3648
Or Ginny Huguenard, 3653, 4-4
Nonexempt . . . Ginny Huguenard, 3653, 4-4
Exempt . . . . . Ed Stratton, 4742, T.S.

Hermetic Motor Operation
Hourly . . . . . Sally Eichhorn, 3412, 18-4
Nonexempt or Exempt . . . . . Dottie Askren, 3410, 18-4

Specialty Transformer
Hourly . . . . . Sharon Bynum, 2915
or Mearvin Ruhl, 2916, 31-1
Nonexempt. . . . . Mearvin Ruhl, 2916, 31-1
Exempt . . . . . John Pcolinski, 2442, 26-2

Specialty Motor Department
Hourly . . . . . Doug Pipes, 3648
or Ginny Huguenard, 3653, 4-4
Nonexempt . . . . . Pat Kemerer, 3603, 4-6
Exempt . . . . . Pat Kemerer, 3603, 4-6

Component Products Technology Department
Hourly . . . . . Jack Hughes, 2099, 19-5,
Willie French, 2103, 19-5
Nonexempt and Exempt . . . . . Fred Eckart, 2100, 19-5

Components Sales Department
All employees . . . . . Pat Harris; 3335, 18-5

Group/Division Staff Operation
All employees . . . . John Peirce, 2363, 18-3

Winter Street

Hourly. . . . . Willie French, 5296, W.S.
Nonexempt . . . . . Ellen Durnell, 4045, T.S.
Exempt . . . . . Ed Stratton, 4742, T.S.

Taylor Street

CIMD
Hourly, Nonexempt . . . . . Ellen Durnell, 4045, T.S.
Exempt . . . . . Ed Stratton, 4742, T.S.

Wire Mill & Transportation
Hourly . . . . . Fred Andrews, 4582
or Jack Hughes, 2099, 19-5
Nonexempt and Exempt . . . . Fred Eckart, 2100, 19-5

FORMS:
Wire Mill, Hourly . . . . . Sarah Saxman, 4468
Nonexempt & Exempt. . . Iris Champlin, 4458
Transportation . . . . . Linda Nycum, 4709

Pensioners

Pensioners in Zip Codes 46801, 46802, 46803, 46804, 46805, 46807 and 46809 . . . . . Les Glougie, 428-2210
Pensioners in Zip Codes, 46806, 46808, 46815, 46816, 46818, 46819 and 46825 . . . . . Lloyd Stubbins, 428-2211

In general, all benefit forms are available from Employee Relations offices at your location.

For more specific benefits assistance, contact:

GE Insurance Plans
Medical Claims . . . . . Cyndi Reed, 5402
Sally Ault, 5237
Vicki Walker, 5276, W.S.
Weekly Sickness and Accident. . . . . Becky Berquist, 5319, W.S.
Personal Accident Insurance, Long Term Disability, Dependent Life Insurance. . . . . Maritza Badger, 3265, 18-1
Life & Dismemberment Insurance information & claims processing . . . Margie Guinn, 3262, 18-1
Additional Life Insurance (Exempts) . . . . . Homer Jennings, 3260, 18-1
Personal Excess Liability Insurance (Exempts) . . . . . Doyt Schaadt, 3234, 18-1

Investment Plans
Savings & Security Program (S&SP), Vacation Banking, Retirement Option Account, Deferred Pay Account, Regular Savings . . Winnie Dixon, 3270 or Walt Nielsen, 3268, 18-1
Employee Stock Ownership Plan (ESOP) . . . Doyt Schaadt, 3234, 18-1

Pension Plan — Employees
General . . . . . Sharon Harter, 3261 or Homer Jennings, 3260, 18-1
Pension Service Restoration, service terminations other than retirements. . . . . Ruth Woehnker, 3264, 18-1

Dental Assistance Plan
CIMD . . . . . See Employee Relations representative listed above
HMO and Engle Road Warehouse . . . . . Sally Eichhorn, 3412, 18-4
CPTO . . . . . Judy Knipstein, 2101, 19-5
STD. . . . . Sharon Bynum, 2915
Mearvin Ruhl, 2916
SMD . . . . . Pat Kemerer, 3603, 4-6
Group/division staff operations . . . . . Bernita Stevens, 3021, 18-1
CSD . . . . . Pat Harris, 3335, 18-5

Other Benefit Plans
Emergency Aid Plan, Vacation, Holiday, Educational Assistance, Sick and Personal Business Pay, Salary Continuance, Suggestion Plan, Military Service, Jury Duty, Death in Family Pay, Guaranteed Educational Loan Program, Employee Educational Loan Program . . . . . see your Employee Relations representative listed above
Employee Product Purchase Plan (Courtesy Discount) . . . . . Lynn Korte, 3266, 18-1
Layoff Benefits . . . . . Hourly & Nonexempt employees see the designated Employee Relations representative in your area for explanation of Income Extension Aid and Unemployment Compensation. Exempt employees contact your Employee Relations representative. (Directory shown above)

What's your A.Q.?

Test your knowledge of alcohol use, abuse

How much do you know about alcohol use and abuse? You can quiz yourself with the following test provided by the Addictions Unit at Park Center. GE employees who feel they may need help with alcohol-related concerns can call **Dag Arnold**, Employee Assistance Program counselor, at Ext. 3671. Twenty-five percent of EAP referrals relate to alcohol abuse or alcoholism.

"Through early identification and early intervention into an alcohol-related problem, many years of suffering can be turned into one or two years of recovery," said Arnold, a certified addictions counselor.

Answers to the self-test are on page 3.

1. Twenty to fifty percent of general hospital beds are occupied by people whose illness is associated with alcohol.
True False

2. At what blood alcohol concentration can a person be considered legally intoxicated in the state of Indiana?
a) .06 b) .10 c) .15

3. Two cans of beer or two drinks of 86-proof whiskey consumed by an average 160-pound person in one hour on an empty stomach generally result in a blood alcohol level of:
a) .02 b) 0.03 c) 0.05

4. It is estimated that what percentage of drinkers in America will become alcoholic?
a) 5% b) 10% c) 20%

5. According to a nationwide survey, what percentage of teenagers 15-19 have been in one or more situations in the past month where alcohol was present?
a) 13% b) 39% c) 50%

6. Cold showers and black coffee sober up a person who has had too much to drink.
True False

7. At 12-ounce can of beer is less intoxicating than 1½ ounces of whiskey.
True False

8. What percentage of alcoholics have attended or graduated from college?
a) 5% b) 50% c) 28%

9. In Indiana alone, how many adolescents between 12 and 18 are problem drinkers?
a) Under 1,000 b) Between 10 and 15,000 c) About 35,000

10. What percentage of people killed on U.S. highways each year is due to drunken drivers?
a) 3-5% b) 40-50% c) 85-95%

11. Although alcoholism is a chronic illness, it is rarely fatal.
True False

12. Park Center is an appropriate place to go for treatment of alcohol problems.
True False

13. On the average, how long does it take the body to burn each ounce of alcohol?
a) 1 hour b) 30 minutes c) 2 hours

14. Alcohol can be harmless and enjoyable if used responsibly and in moderation.
True False

15. Annually, the total economic cost of alcohol abuse to the United States is:
a) $1 million b) $43 billion c) $75 million

16. Taking aspirin to prevent a headache after consuming several drinks can be dangerous.
True False

17. An ounce of alcohol contains:
a) About 50 calories and very little food value b) About 100 calories and no food value c) About 25 calories and no food value

18. Eating slows the absorption of alcohol into the bloodstream.
True False

19. Of every ten adult alcoholics, how many began drinking while in their teens?
a) 7 b) 2 c) 10

20. The mood you are in and the amount of stress you are experiencing can affect the impact alcohol has on you.
True False

21. If you drink only beer and no hard liquor, you will not develop a drinking problem.
True False

22. How many Americans suffer from alcoholism and problem drinking?
a) 20 million b) 2 million c) 10 million

23. A troubled drinker has to "hit bottom" — be totally defeated by alcoholism — before treatment can be successful.
True False

24. A good start toward getting help with an alcohol problem is to talk to someone you can trust.
True False

25. People of some nationalities and races have a greater tendency toward alcoholism than others.
True False

26. A danger signal of an alcohol problem is:
a) Drinking wine to complement food b) Drinking to overcome the blues c) Drinking to celebrate special occasions

27. What percentage of youth drink by the age of 16?
a) 75% b) 23% c) 48%

EAP Employee Assistance Program

PARK CENTER Inc

Dental plan averages $216 per employee

Mee family has healthy smiles with annual check-ups

Helping to keep Fort Wayne GE employees' teeth healthy in 1983 cost Fort Wayne GE businesses $649,300, or about $216 per employee.

"The Dental Assistance Program is really geared toward preventative dental work," said **Ralph Haines**, specialist in audits and reports. He said the program is designed to encourage employees and their families to have check-ups twice a year. In addition to oral examinations, the plan will pay for cleaning the teeth and bitewing X-rays twice in a calendar year, according to Schedule A in the employees benefits booklet.

"Rather than wait for a tooth to get bad, we like to encourage people to try to prevent problems from happening," said Haines.

"The average person thinks twice about going to the dentist for a $20 to $30 check-up, but if the company is paying for it, that's different," said Haines.

Mee's family has regular check-ups

Ron Mee, an enameler at the Wire Mill, agrees with Haines. Ron, his wife and their children go to the dentist every six months.

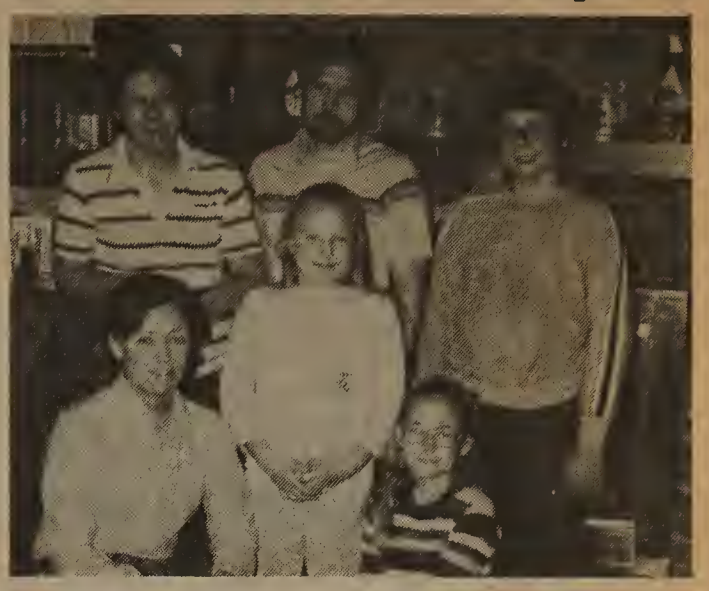
"When you take six people to the dentist, even just for a check-up, that's about $150 each time, or $300 each year," he said. Ron and his family get regular dental check-ups, and they are thankful for the GE dental benefit. Ron's wife Diana said, "The Dental Assistance Plan encourages you to get preventative work done — especially when you have four children."

Ron and his wife also had several other dental procedures done recently. "They are good about paying on time, and what they say they pay for, they do," said Ron.

Other dental work covered

The plan also covers root canal therapy, treatment of the gums and oral surgery. Payments for restorative procedures such as fillings, crowns and inlays, as well as eligible bridgework and dentures, are also based on benefit schedules.

Dental claims are to be mailed directly to Connecticut General Life Insurance, whose address is on the claim form. Claims may be turned in anytime, but the deadline for turning in 1983 claims is June 28, 1984.



Ron Mee, an enameler at the Wire Mill, said the Dental Assistance Program saves him at least $300 a year in family dental costs. Ron's family members are (from left, in back) Dusty, Ron and Ryan. In front are Ron's wife Diana, Kristin and Erinn.

40 years of service



Dorothy Ognenoff
Taylor Street

Answers to Alcohol Quiz

1. True, **2.** b, **3.** c, **4.** b, **5.** c, **6.** False. Cold showers and coffee may make intoxicated persons more awake, but it will not sober them up! **7.** False. They contain approximately the same amount of alcohol. **8.** b, **9.** c, **10.** b, **11.** False. If left untreated, alcoholism is always 100% fatal. **12.** True. The Center can provide safe detoxification as well as follow-up counseling and support for alcohol and other substance abuse problems. **13.** a, **14.** True, **15.** b, **16.** True. This combination causes harm to the digestive system. **17.** b, **18.** True, **19.** a, **20.** True, **21.** False, **22.** c, **23.** False. Treatment can begin and be successful at any stage. In fact, the earlier, the better. **24.** True, **25.** False. Race, age, sex, creed and nationality have nothing to do with a person's tendency toward alcoholism. **26.** b, **27.** a.

SCORE Analysis:

1-9 Correct: This score reflects a limited understanding of alcohol use and abuse problems. Study up on the correct answers, and to learn more, contact Park Center or EAP, 428-3671.

10-18 Correct: You have a beginning understanding of alcohol use and are quite knowledgeable in some aspects of abuse problems. Check through your incorrect answers one more time. To learn even more contact Park Center or EAP, 428-3671.

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Adlets

FOR SALE

'71 CHEV. IMP. 2 dr., P.B. & P.S., nice. 484-8473 after 6 p.m.
'77 4 W.D. TRUCK SILVERADO, '77 Cutlass Supreme 4 dr. 432-3312.
'72 PLY. GRAN COUPE, tow pkg., ex. condition. 747-2228.
'77 FORD LTD, 4 dr., new tires. $700. 1-824-2899.
22" MOWER, exc. cond., used 2 yrs.; best offer over $30. 637-5364.
FOLDING BABY BUGGY. 485-4432.
SOLID PINE DINING ROOM CHAIRS, 1 arm, 3 side. exc. condition, $25 ea. 625-4332.
FURNITURE. Bedroom, kitchen, living room. no appliances. 747-5236
ELEC. STOVE, hutch, pantries, vanities, dry sink, cab., ktch cab. 745-4128.
5-PC PEARL DRUM SET w/Zildjuian cymbols, blue, exc. condition. 485-7756.
DBL. SINK, wht. 8' ct top to fit. 4 el mtrs. 2 gas eng. from mowers. 456-4278.
TIRES, 13"-14", stl. belt radials, Bearcat scanner. 486-3362.
LEATHER WOMAN'S JACKET, size 36, good cond. 745-3140.
CALVES, all sizes, ready for pasture. 1-824-2899.
SOLID BRASS ANDIRONS, fireset w/brush, $45. 745-5842.
B&D HEDGE TRIMMER, $35; weedeater trimmer 807, $30. 432-6112.
REFRIGERATOR FOR GARAGE, runs good. $25. 442-6633.
'78 KAWASAKI 400 Fairing, radio, trunk, helmet. 432-5863.
'73 FORD TORINO squire wgn, 302 eng, auto, 15" whls, $250. 432-2414.
AUSTRALIAN SHEPHERD, 3 yr. old, spayed female, good guard, no children. 925-3548.
'82 FA50 SUZUKI MOPED, asking $300. 758 mi., like new. 447-7968.
'73 VW BUG. runs weel. $600. 485-6347 after 5 p.m.
'76 FORD TORINO, 351 engine, p.s., p.b., a.t. Runs well. 356-8215.
MARX DIESEL ENG. COMP., Allis Chalmers "B", old, good. 543-2410.
'82 YAMAHA VIRAGO 750, blk, shaft dr., fairing, trunk, ex. cond. 1-267-6044.
LADY KENMORE ELECTRIC DRYER, very good cond. $80. 484-2283.
WHITE BEDROOM FURNITURE, dresser, mirror, beds, stand, $350, from Ayres. 745-3040.
ONEIDA ARBOR ROSE STAINLESS, for 12, icetea, soup & serv. pcs. $60. 745-3040.
TWO RECLINERS, brown, velvet type. 1 yr, $100 ea. 745-1645.

FOR RENT

HOUSE in New Haven area, stv & refrg in house. 749-1591 after 6 p.m.

WANTED

LIONEL & AMERICAN FLYER TRAINS, any cond. 1-724-8011.
23' MINI MOTOR HOME, low mileage, good condition. 747-6607.

SERVICE

CONTINUOUS GUTTERS & SIDING, free estimates. 627-2858.
SWEETCAKES THE MAGIC CLOWN, live animals & more, all ages & reasons. 445-8453.
WILL CLEAN YOUR HOUSE OR APT., reasonable, refs., exp. 747-5531.
SIDING, GUTTERS, ROOFING, repairs, 15 yr. exp., free est. 749-5001.
WEDDING PHOTOGRAPHY. 744-1817.
CONCRETE CONST. Replace, repair. 446-5643.

FREE

SIX WEEKS OLD KITTENS, long hair, adorable, litter box broken. 745-2916 after 4 p.m.

Bowling

Small Motor 4/4/84

John Segyde (203-181-226)	610
Marlin Leininger	227
Kirk Baker	223
Dave Knepple	219
Ed Fischer	214
Vern Doehrman	213

Seniors League

Hilda Marks (182)	511
Dottie Younghans	190
Clara Lauer	201
Helen Thieme	180

Light up your life with GE savings

GENERAL ELECTRIC **3-WAYS**
LOW FOR TV AND SECURITY HIGH FOR READING
50-100-150
30-70-100
Your choice
$1.29

Soft, Pleasing Light
GE Soft-White Bulbs
4 bulb package Only
$2.29
40, 60, 75 or 100 watt

Beautify With Light
GE Decorative Bulbs

Sale Price 4 Bulbs	$3.49
Less mail-in rebate	1.00
Net cost	$2.49

AT YOUR EMPLOYEE STORE
1030 Swinney 10-5:30 M-F

***ADLETS**
GE NEWS BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:
☐ For Sale* ☐ Ride Wanted
☐ Wanted ☐ Riders Wanted
☐ For Rent* ☐ Lost
☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form **by noon Friday** for publication Thursday. You may submit only one adlet per issue of the **GE News. No more than 40 letters per Adlet, please.** Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____
Address _____ City _____
Home Phone _____ Bldg _____

* The item(s) referred to in this ad are in no way connected with any business venture

_____
Signature

GE benefits directory:

Here is the updated directory of GE benefits personnel including the new pensioner contacts. To reach these persons from outside the GE plants, just dial 428 plus the extension listed.

Of course, the first source of help concerning GE benefits is your GE benefits booklets.

If the benefits booklets do not provide the answers you need, you may contact the employee relations representative for your location. The people listed below may best serve your needs for specific information.

Broadway

CIMD
Hourly . . . . . Doug Pipes, 3648
Or Ginny Huguenard, 3653, 4-4
Nonexempt . . . Ginny Huguenard, 3653, 4-4
Exempt . . . . . Ed Stratton, 4742, T.S.

Hermetic Motor Operation
Hourly . . . . . Sally Eichhorn, 3412, 18-4
Nonexempt or Exempt . . . . . Dottie Askren, 3410, 18-4

Specialty Transformer
Hourly . . . . . Sharon Bynum, 2915
or Mearvin Ruhl, 2916, 31-1
Nonexempt. . . . . Mearvin Ruhl, 2916, 31-1
Exempt . . . . . John Pcolinski, 2442, 26-2

Specialty Motor Department
Hourly . . . . . Doug Pipes, 3648
or Ginny Huguenard, 3653, 4-4
Nonexempt . . . . . Pat Kemerer, 3603, 4-6
Exempt . . . . . Pat Kemerer, 3603, 4-6

Component Products Technology Department
Hourly . . . . . Jack Hughes, 2099, 19-5,
Willie French, 2103, 19-5
Nonexempt and Exempt . . . . . Fred Eckart, 2100, 19-5

Components Sales Department
All employees . . . . . Pat Harris, 3335, 18-5

Group/Division Staff Operation
All employees . . . . John Peirce, 2363, 18-3

Winter Street
Hourly . . . . . Willie French, 5296, W.S.
Nonexempt . . . . . Ellen Durnell, 4045, T.S.
Exempt . . . . . Ed Stratton, 4742, T.S.

Taylor Street

CIMD
Hourly, Nonexempt . . . . . Ellen Durnell, 4045, T.S.
Exempt . . . . . Ed Stratton, 4742, T.S.

Wire Mill & Transportation
Hourly . . . . . Fred Andrews, 4582
or Jack Hughes, 2099, 19-5
Nonexempt and Exempt . . . . Fred Eckart, 2100, 19-5

FORMS:
Wire Mill, Hourly . . . . . Sarah Saxman, 4468
Nonexempt & Exempt. . . Iris Champlin, 4458
Transportation . . . . . Linda Nycum, 4709

Pensioners
Pensioners in Zip Codes 46801, 46802, 46803, 46804, 46805, 46807 and 46809 . . . . . Les Glougie, 428-2210
Pensioners in Zip Codes, 46806, 46808, 46815, 46816, 46818, 46819 and 46825 . . . . . Lloyd Stubbins, 428-2211

In general, all benefit forms are available from Employee Relations offices at your location.

For more specific benefits assistance, contact:

GE Insurance Plans
Medical Claims . . . . . Cyndi Reed, 5402
Sally Ault, 5237
Vicki Walker, 5276, W.S.
Weekly Sickness and Accident. . . . . Becky Berquist, 5319, W.S.
Personal Accident Insurance, Long Term Disability, Dependent Life Insurance. . . . . Maritza Badger, 3265, 18-1
Life & Dismemberment Insurance information & claims processing . . . Margie Guinn, 3262, 18-1
Additional Life Insurance (Exempts) . . . . . Homer Jennings, 3260, 18-1
Personal Excess Liability Insurance (Exempts) . . . . . Doyt Schaadt, 3234, 18-1

Investment Plans
Savings & Security Program (S&SP), Vacation Banking, Retirement Option Account, Deferred Pay Account, Regular Savings . . Winnie Dixon, 3270 or Walt Nielsen, 3268, 18-1
Employee Stock Ownership Plan (ESOP) . . . Doyt Schaadt, 3234, 18-1

Pension Plan — Employees
General . . . . . Sharon Harter, 3261 or Homer Jennings, 3260, 18-1
Pension Service Restoration, service terminations other than retirements. . . . . Ruth Woehnker, 3264, 18-1

Dental Assistance Plan
CIMD . . . . . See Employee Relations representative listed above
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EAP EVB Employee Assistance Program

PARK CENTER Inc

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40 years of service



Dorothy Ognenoff
Taylor Street

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AUSTRALIAN SHEPHERD, 3 yr. old, spayed female, good guard, no children. 925-3548.
'82 FA50 SUZUKI MOPED, asking $300. 758 mi., like new. 447-7968.
'73 VW BUG. runs weel. $600. 485-6347 after 5 p.m.
'76 FORD TORINO, 351 engine, p.s., p.b., a.t. Runs well. 356-8215.
MARX DIESEL ENG. COMP., Allis Chalmers "B", old, good. 543-2410.
'82 YAMAHA VIRAGO 750, blk, shaft dr., fairing, trunk, ex. cond. 1-267-6044.
LADY KENMORE ELECTRIC DRYER, very good cond. $80. 484-2283.
WHITE BEDROOM FURNITURE, dresser, mirror, beds, stand, $350, from Ayres. 745-3040.
ONEIDA ARBOR ROSE STAINLESS, for 12, icetea, soup & serv. pcs. $60. 745-3040.
TWO RECLINERS, brown, velvet type. 1 yr, $100 ea. 745-1645.

FOR RENT

HOUSE in New Haven area, stv & refrg in house. 749-1591 after 6 p.m.

WANTED

LIONEL & AMERICAN FLYER TRAINS, any cond. 1-724-8011.
23' MINI MOTOR HOME, low mileage, good condition. 747-6607.

SERVICE

CONTINUOUS GUTTERS & SIDING, free estimates. 627-2858.
SWEETCAKES THE MAGIC CLOWN, live animals & more, all ages & reasons. 445-8453.
WILL CLEAN YOUR HOUSE OR APT., reasonable, refs., exp. 747-5531.
SIDING, GUTTERS, ROOFING, repairs, 15 yr. exp., free est. 749-5001.
WEDDING PHOTOGRAPHY. 744-1817.
CONCRETE CONST. Replace, repair. 446-5643.

FREE

SIX WEEKS OLD KITTENS, long hair, adorable, litter box broken. 745-2916 after 4 p.m.

Bowling

Small Motor 4/4/84

John Segyde (203-181-226)	610	Vern Ooehrman	213
		Seniors League	
Marlin Leininger	227	Hilda Marks (182)	511
Kirk Baker	223	Dottie Younghans	190
Dave Knepple	219	Clara Lauer	201
Ed Fischer	214	Helen Thieme	180

Light up your life with GE savings

GENERAL ELECTRIC
3-WAYS
LOW FOR TV AND SECURITY HIGH FOR READING
50-100-150
30-70-100
Your choice
$1.29

Soft, Pleasing Light
GE Soft-White Bulbs
4 bulb package Only
$2.29
40, 60, 75 or 100 watt

Beautify With Light
GE Decorative Bulbs

Sale Price	
4 Bulbs	$3.49
Less mail-in rebate	1.00
Net cost	$2.49

AT YOUR EMPLOYEE STORE
1030 Swinney 10-5:30 M-F

***ADLETS**
GE NEWS BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:
☐ For Sale* ☐ Ride Wanted
☐ Wanted ☐ Riders Wanted
☐ For Rent* ☐ Lost
☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form **by noon Friday** for publication Thursday. You may submit only one adlet per issue of the **GE News. No more than 40 letters per Adlet, please.** Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____
Address _____ City _____
Home Phone _____ Bldg _____

* The item(s) referred to in this ad are in no way connected with any business venture

_____
Signature

Costs double between 1977, 1982

Health care costs rise sharply

In 1980, it cost an average of $221 to be a patient in a Fort Wayne area hospital for a day. In 1984, the average daily cost of a patient in a Fort Wayne area hospital has risen to about $407.

Nationwide, the costs of medical care services rose to about 10% of the total Gross National Product (the total of all goods and services produced in the U.S.) in 1983. Health care is the largest business in the U.S. today, and health care costs are greater than the U.S. Defense Budget.

"The cost of Comprehensive Medical Expense per employee in Fort Wayne doubled in the period 1977-1982," said **Tom Callant**, manager of compensation. Part of the sharp increase is due to the advancements in medical technology available today to hospital patients.

"Those higher figures do not just represent a price increase. We are all making more use of the medical system, and we're having more expensive operations today. For example, more people are having more sophisticated procedures done like heart surgery," said Callant.

GE wants quality health care

General Electric is committed to providing its employees top quality health care benefits. Testimony to this commitment is the wide range of benefits the company pays for, including:

- GE Comprehensive Medical Expense Insurance
- Dental Assistance Plan
- Weekly Sickness & Accident Insurance
- Workers' Compensation Insurance
- Salary continuance and hourly sick pay
- Company medical services

These plans and programs pay the large bulk of health care costs for employees and their dependents.

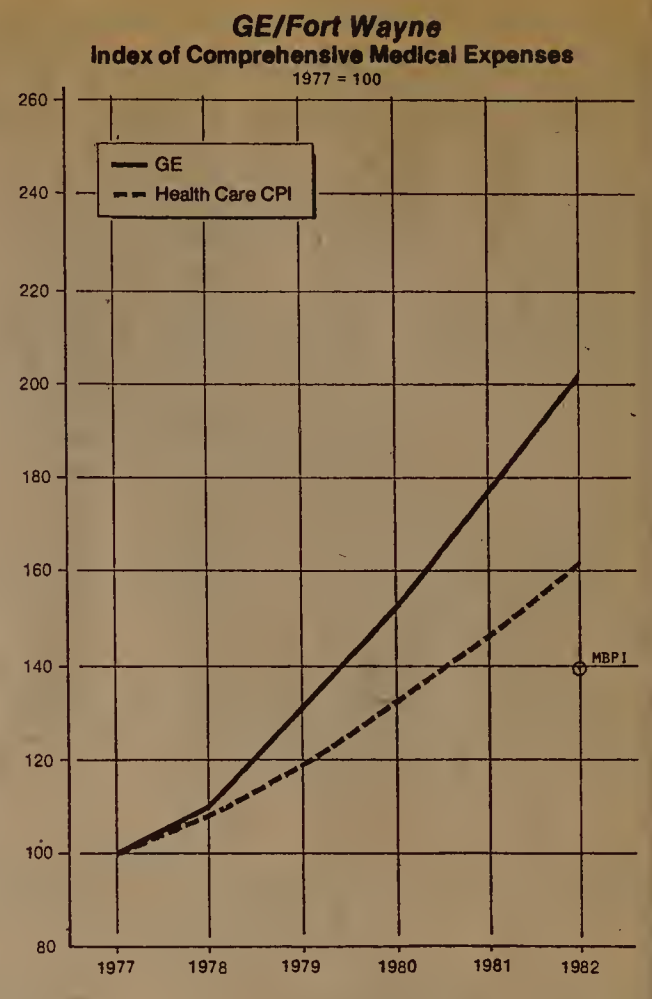
The costs of health care are costs to the business just the same as salaries and wages, materials, supplies, tools and equipment. When health care costs rise, they use money that could be used elsewhere in the business.

Quality health care will continue

GE will continue to provide quality health care for employees in several ways: by providing means and suggestions on how to stay fit and healthy, by providing means for early detection of illness and helping pay for expenses when illness or injury strikes.

"The challenge to us all is to maintain quality health care at affordable costs," said Callant.

The GE News will run a series of articles regularly to inform employees how to help contain rising health care costs.



Tax tips summarized for last minute filers

The Internal Revenue Service has published a number of tax tips that could aid GE employees staring down the barrel of the April 16 deadline for filing income taxes. Here is a summary of 1983 tax changes:

• For the first time, taxpayers may claim the deduction for an Individual Retirement Account (IRA) on Form 1040A, the short form. Also, taxpayers may now use 1040A for the credit for child and dependent care expenses.

Can deduct contributions

• For contributions made in tax year 1983, including payroll deductions for the GE Employee Community Services Fund, taxpayers may deduct part of their contributions even if they do not itemize deductions. This applies to forms 1040, 1040EZ and 1040A. For 1983 this deduction is limited to 25% of the first $100 ($50 for those taxpayers who are married and filing separately) of qualifying contributions. Therefore, taxpayers may deduct up to $25. For 1984, the limit will rise to $75.

• When you cash a U.S. Savings Bond, the bank that redeems it must supply the taxpayer with a Form 1099-INT if the interest part of the payment you receive is $40 or more. However, the Form 1099-INT may show more interest than the taxpayer needs to report on their tax return. This may happen if you redeem bonds purchased with company matching payments under the Savings and Security Program, for instance. If you receive a Form 1099-INT that shows more Savings Bond interest than you need to report, the Internal Revenue Service suggests the following in its publication, "Highlights of 1983 Tax Changes:"

You should show on line 2, Part 1 of Schedule B (Form 1040), or line 1, Part 1 of Schedule 1 (Form 1040A), all the interest shown on Form 1099-INT. On Schedule B, several lines above line 3, enter a subtotal of all interest listed on line 2. If you use Form 1040A, enter this subtotal several lines above line 2, Part 1 of Schedule 1. Below the subtotal write "U.S. Savings Bond Interest Previously Reported" and enter amounts previously reported or interest accrued prior to receiving the bond. Subtract these amounts from the subtotal and enter the result on line 3 of Schedule B (Form 1040) or line 2, Part 1 of Schedule 1 (Form 1040A).

Publication 550 may help

The IRS suggests taxpayers read Publication 550, "Investment Income and Expenses," for more information on how to figure interest reported as a taxable distribution from a retirement or profit-sharing plan.

• If you already have filed your return for 1983 and later discover you missed something or made an error, you may file a 1040X Amended Return.

GE jackets now available

GE employees who want to "wear" their GE pride now have another choice. Blue, nylon jackets with flannel linings are now available for $16. The jackets are the latest addition to the clothing displaying the GE logo.

Other items are caps, $2.25; hooded sweatshirts, $10; crew neck sweatshirts, $7.70; long-sleeve t-shirts, $4.00; and short-sleeve t-shirts $2.60. Employees may place an order by contacting Darlene Schibley, Ext. 2627.

Teams, players needed for softball league

More softball teams and players are needed to complete the summer league play sponsored by the GE Club. Play will begin May 9 and will run 10 weeks. Individuals or teams may sign up by contacting Larry **Johnson**, league manager, Ext. 5266 on third shift. The sign-up deadline is May 2.

Employees, pensioners can send for Disney cards

General Electric employees and retirees are eligible for free membership in Walt Disney's Magic Kingdom Club at both Walt Disney World in Florida and at Disneyland Park in California.

Membership in the Magic Kingdom Club provides the opportunity to purchase special ticket books at both locations.

Employees may receive a card by sending their name, home address, employee pay number and a legal-size self-addressed, stamped enveloped to:

Georginne Edmon, General Electric Carousel of Progress, Walt Disney World, P.O. Box 40, Lake Buena Vista, Florida 32830.

HMO representatives to be in cafeterias

Representatives from the Health Maintenance Organizations will answer employee questions about their coverage in two sessions in the cafeterias. The two HMOs available to Fort Wayne GE employees are Maxicare/Intergroup and Summit Health. Both will have representatives in the Broadway Cafeteria from 11 a.m. - 5 p.m. on April 18 and 23. They will be at the Taylor Street Cafeteria from 11 a.m. - 5 p.m. on April 19 and 24.

Open enrollment April 16-27

Employees have the option of receiving medical coverage through the Comprehensive Medical Insurance provided by the GE Insurance Plan or by one of the HMOs. Employees who want to change their option must do so during the open enrollment period, April 16-27.

Golf leagues sign-up now

Get into swing of spring by joining a golf league sponsored by the GE Club. Information on the Spring Scramble will be published soon in the GE News. Contact one of the following league managers to join a league:

Day of Week		Place	Time	League Manager	Phone No.
Ladies:	Monday	McMillen	4:45 p.m.	Lois Perrine	Ext. 4809
Men:	Monday	Brookwood	4:50 p.m.	Art Rasor	Ext. 4455
	Monday	Col. Oaks	5:00 p.m.	Mel Guillaume	Ext. 2820
	Tuesday	Foster Park	5:10 p.m.	Dick Wells	Ext. 3365
	Tuesday	Brookwood	5:00 p.m.	Dick Uhen	Ext. 3725
	Wednesday	Foster Park	5:00 p.m.	Phil Ross	Ext. 4732
	Thursday	Foster Park	3:45 p.m.	Tom Jones	Ext. 4609

GENERAL PERIODICALS
NON-CIRCULATING

General Electric News

APRIL 19, 1984 — FORT WAYNE, INDIANA — VOLUME 66, NO. 16

APR 25 1984

Employees create 900 models annually

Designing prototypes ongoing project for STD engineers

"Designing and redesigning products using the latest materials, designs and processes is an ongoing task."

This is how **Stan Antalis**, manager of product engineering for the Specialty Transformer Department, describes the important link his group serves for STD. One of their jobs is to create prototypes of new or revised transformers to meet STD customer needs.

One major emphasis in STD's philosophy of creating transformer prototypes is to produce the new model in the production line rather than in a separate "model shop" area. "We learn very quickly about any problems we might have in production," Antalis explained.

He said, "When one of our customers wants a transformer to fit a new equipment, the sales department sees if we have an existing transformer that meets their needs. If we don't, they come to us to redesign a product already in existence if possible. Sometimes, only a minor modification is needed, and we can make a prototype rather quickly."



Bill Kumfer, Building 26-5, winds transformer coils with an automatic winding machine. Coils and all other parts of transformer prototypes are produced in STD's production lines to identify potential production problems.

Business constantly changes

STD has hundreds of customers who are constantly improving their equipment, according to Antalis. "We are always working to serve our customers' needs. With all of the technological advances today, our industry must move faster and faster to stay abreast of our customers' changes," he said.

The process of developing a prototype usually takes "a matter of a few weeks," after sales representatives present a special transformer need. If only minor changes in an existing transformer are needed, a prototype can be developed in as little as one or two days.

After the customer receives the prototype model and makes performance tests, design changes may be necessary. Next, STD produces a "Quick Pilot Run," consisting of 10 or fewer revised prototypes for the customer to test in their equipment. "If we meet the performance guidelines, a portion of the order is produced in a preproduction run," Antalis said.

STD produces about 3,200 different models of transformers and power conditioning equipment each year. They also strive to have 750 to 1,000 models in stock so they can serve their customers quickly.



Don Wood (left), unit manager of transformer design and development, and Don Ness, a technician, test a three-phase transformer prototype. This transformer was designed by Wood to be used in an industrial assembly robot which is produced by GE Automation Systems.

"While this indicates a broad product offering to meet most customers' needs, there are always specific customer applications which require product modifications," he said.

He estimates STD creates about 900 new models a year, not all, however, requiring prototypes.

"We also have to make sure the prototypes are good for us," said Antalis. "Our products must be small, lightweight and cost effective to give us cost leadership in the market," he said. "This is a very competitive business, and we need this leadership to maintain our high market share."

ECD construction continues with Phase II

Trucks hauled in loads of concrete ast week to pour the aisleways which will surround the new Electronic Controls Department at Taylor Street.

According to **Tim Muldoon**, resident manager of GE Real Estate and Construction, the foundation work which began last week is part of Phase II of the ECD construction project. Phase II is expected to be completed near the end of May.

ECD area will be separated

Construction workers began laying the cement block walls that will create "a building within a building." Meanwhile, dirt which hadn't seen daylight in many years was unearthed so workers could lay in the pipes for plumbing.

Concrete floors will be poured after the walls are constructed and the ground is leveled. Wall construction is expected to take several weeks.

Over 80% of the roof is also being repaired. Particular attention is being paid to the northwest corner of the new facility, which will house the testing and certification area. This area is planned to be in use first.

ECD to hire in May

ECD is expected to hire about 50 assembler-solders in 1984 in small groups beginning in May. The first group will receive training off-site while the Taylor Street facility is being constructed. Employees who are "on the move" will have the first opportunity to apply for open ECD jobs, then those on recall.

Assembler-solder applicants must pass a color-blindness test and a dexterity test to be considered for the openings. Several active and laid-off GE employees have enrolled in electronics courses in order to qualify for higher rated ECD jobs.



Construction workers moved quickly to form the new south and west aisleways around the new Electronic Controls Department at Taylor Street. The aisleways will continue to provide access to CIMD headquarters and the plant area.

Widow tells how GE survivor benefits help financially

"I'll always be associated with GE," said Lois **Desmond**, the widow of the late Gale Desmond. Gale was a lab assistant in the Applied Research and Development Laboratory's engineering lab.

He died in 1982 at the age of 53, following an 18-month fight with the more severe form of Lupus Erythematosis, a disease which causes one's immune system to break down, eventually affecting the entire body.

GE benefits help finances

Lois has had to face life on her own, but her GE benefits as a surviving widow have helped her financially.

Recalling the beginning of her husband's illness in 1981, she said, "Gale's job kept him going. He at first had to miss work five months, but he wanted to go back to GE," Lois said.

Gale worked his last 13 months in Building 19-5. "He went to GE, came home and rested. That's all he could do; he was in a lot of pain. Somedays I even had to dress him to go to work," said Lois.

The Desmonds tried to maintain a "normal" life during Gale's last year. "There's just a certain way you have to live when you know what is going to happen," she said. "I just didn't think about anything but one day at a time. We never talked about 'what if.' Gale loved his job and the people at GE, and that helped keep him going," she said.

When Gale died, "my whole life got turned upside down," said the 55-year old widow. "People kept saying I'd pick up the pieces, but there aren't many pieces of your old life. You have to make a new one."

After his death, Lois learned to drive a car and continued her job as a secretary at Indiana Bank. "When you're left alone, you do what you have to do. You depend on yourself," said Lois.

The couple's two grown children live out of town, and Lois, an only child, lost her father in July 1983. Her mother had died 16 years ago.

In addition to her husband's life insurance, Lois receives a lifetime GE pension. "I was thrilled to get a pension. I didn't know all the GE benefits, and I didn't know I would receive a pension after my husband's death."

As a surviving widow, Lois was covered with GE's medical insurance for one year after her husband's death. At the end of the year, she elected to continue GE insurance at her own expense. "I know the insurance is real good. They were excellent about paying Gale's medical and doctor bills, so I knew it was good insurance," she explained.

"I don't have anyone else's income to depend on. I would need insurance if I would get sick. Anyone can get sick at any time," she said.

Gale's GE benefits have helped relieve Lois of those worries so she can start rebuilding her life.



Like many people whose spouse dies before normal life expectancy, Lois Desmond had not been aware of GE benefits for eligible dependents. She receives a lifetime GE pension because her husband Gale was an active employee over the age of 50 with 15 years of service when he died.

Pensioner potluck May 8 at GE Club

The season's final GE Club potluck for pensioners is scheduled for Tuesday, May 8, at 11:30 a.m.

All GE pensioners are encouraged to attend this event held in the GE Club auditorium. The pensioners' activity committee asks those attending to bring a covered dish and their own table service.

Motor-Generator reunion April 28

Former employees of the Motor and Generator Department will meet Saturday, April 28 at 3 p.m. for their 26th annual reunion.

It will be held at the IUE Local 901 Hall, 1427 Broadway. Dinner will be served at 5 p.m. A donation of $3 per person is requested, and spouses are welcome. Prizes will be given.

GE Lanes offers No-Tap Tourney

Entries for the GE Lanes 1984 No-Tap Doubles Tournament must be in by 1 p.m. on Tuesday, May 15. Any bowler with an established average may enter. Senior citizens who have bowled at least 21 games in the GE seniors league may also enter.

Entry forms may be filled out at GE Lanes. Several prizes will be awarded, including the first prize of $250.



Quarter Century Club officers

The officers of the Quarter Century Club have announced this year's outing will be held at the Memorial Coliseum on Saturday, Sept. 8. All persons with 25 or more years of service are qualified to attend this event. It is a day to reminisce with old friends and to recall memories. More details will be published in the GE News nearer to the date. The officers for 1984 are (seated, from left) Glen Clifton, treasurer; Marge Evans, secretary; Joan Hoover, assistant secretary; Art Rasor, president; Ray Franz, vice president. Standing are the Board of Directors. They are Hazel Rasor, Betty Thompson, Betty Campbell, Ray Fischbach and Robert Baker. Mearv Ruhl also is on the board.

GE's pensioners number 100,000

General Electric's active pension roll climbed beyond the 100,000 mark in March. The GE pensioner family has grown swiftly in recent years. The original GE Pension Plan, one of the first in the industry, was initiated in 1912. In 1949, several decades later, there were 10,000 on the active roll.

The 50,000 mark was reached in 1973. In just 11 years, the total number has doubled to 100,000 in 1984.

In the last 10 years, Fort Wayne has added about 1,900 new pensioners to GE's total, according to **Doyt Schaadt**, manager of personnel accounting and banking.

"Because of the growing number of retirees, we established the Pensioner Contact Program last year," said Schaadt. Two pensioners, Les **Glougie** and **Lloyd Stubbins**, work out of their homes to assist pensioners and survivors of pensioners on matters relating to medical expense claims, applications for discounts on GE appliance purchases, address changes, life insurance claims, beneficiary changes, lost pension checks and other concerns.

"This program performs a service that we needed to adequately provide pensioners with answers to their questions and concerns," added Schaadt.

Currently, the program assists about 3,600 GE pensioners in the Fort Wayne area. Glougie and Stubbins have direct access to a specialist in the Pension Administration office in Schenectady, N.Y. They usually are able to answer pensioners' questions within 24 hours.

Golfers can sign up for Scramble

The annual GE Club Spring Golf Scramble will be played May 5 at the Brookwood Golf Course. It will be a four-player Florida Scramble with handicap.

Players may enter a drawing to win a four-month golf membership at Brookwood Golf Course. The membership excludes Saturday and Sunday morning play. The drawing will be held at the golf course May 5 after the last group has registered.

Entry fees are $2.50 per player or $10 per team. Fees are to be paid to League Manager **Greg Olwine**, Building 4-6, by May 1. One person from each team should call Olwine, Ext. 3456, to reserve a tee time. GE League averages or estimated nine-hole averages are also needed then. Players who are not already on a team should also call and provide their averages, and teams will be formed as individual entries are made.

Green fees should be paid at the course. Golf carts may be reserved by calling Brookwood at 747-3136.

Handicaps are based on the total of the lowest three averages of the foursome as follows:

Total	Handicap
114-119	0
120-125	1
126-131	2
132-137	3
138-143	4
144-149	5
150-up	6

Only those players who enter and compete in the tourney are eligible for the drawing.

Teams and individuals may enter now. "Players can get their teams together today, or they can take potluck and enter on their own. They may call now for choice of tee time," said Olwine.

Share Statements to arrive in May

Still depressed or at least in a daze from completing your 1983 tax forms for the IRS? Are you wondering where your money went?

Good news, your Personal Share Statement telling how your GE benefits grew in 1983, will arrive in May.

The statement will bring Fort Wayne GE employees up-to-date on such things as projected retirement income, life insurance protection and holdings under GE savings plans.

It will also show coverage amounts under such optional plans as Personal Accident Insurance and Long Term Disability Insurance. The information can be used for personal financial planning.

CIMD machinists awarded $1,857 for suggestions

Mike Buuck and **Al Donley**, bench machinists at the Commercial & Industrial Motor Department, Winter Street, have won suggestion awards totaling $1,857 for devising changes in the use of a winding machine.

Al received $967 for his suggestion to change the cuff support which helps to insert wedges into the winding of all motors.

According to Al, the process was done before on the machines, but the change provides for ease of production and better quality.

He plans to buy a new bow and go on a vacation with his money.

Mike's $890 suggestion award was for creating a method to insert coils and phase paper into stators. The process, which had been done manually, is now done on the winders. Mike said his money will go for "car repairs."



Mike Buuck (left) and Al Donley (right) received suggestion awards of $890 and $976, respectively. Tom Willhelm presented the CIMD bench machinists with their awards for improvements in tooling for winding machines.

Adlets

FOR SALE

ARVIN ELECTRIC FIREPLACE w-heater, $75; B&D 18" mower w-100' cord & grass catcher, $50. 489-5682.

STUDIO COUCH, gld, ex. cond., $25. 745-5842.

29' AIRSTREAM w-Reese hitch, good cond. 432-6062.

10" CRAFTMAN RADIAL ARM SAW w-stand, like new. 749-8445.

12'x60' MOBILE HOME on 120' lot, ex. cond., Mich. 1-616-885-1698.

20" GIRL'S SCHWINN BIKE; 32" alum. storm door. 1-638-4776.

ALUMINUM STORM DOOR w-plexiglass panes & screens, 36" width. 456-3227.

10 SPEED BIKES, 2, 27", good cond., all for $80. 456-2305.

GIRL'S INDOOR ROLLER SKATES, worn twice, sz. 13, $10. 426-6852.

ARIENS SHREDDER, grinder-bagger-chipper, aft 5 p.m. $250. 485-3569.

GIRL'S 20" BICYCLE, good cond. 456-5532.

TRAVEL TRAILER HITCH, hd & ball, fendor mirrors, add-a-room; '80 Honda Svc. Manual. 485-6611.

'74 HONDA 750 w-luggage rack, trunk, Fairing, $650. 484-6776.

SMALL HOUSE, large fenced yard, $5,500. 484-5885.

'73 FORD MUSTANG MACH I, good cond. 444-8243.

THREE PC. OAK BEDROOM SET, 1920 era, $400. 440-2023.

UPRIGHT PACKARD PIANO w-bench, needs work, $150. 485-4059.

SEE TO APPRECIATE, house, 2 bdrms, carpet, FM in bsmt, storage, porch. 432-8926.

MATERIALS FOR BEGINNER TOLL PAINTING. 422-1070.

WEDDING GOWN & VEIL, sz. 10, cleaned, $100 firm. 445-9143.

80,000 BTU AMERICAN STANDARD FURNACE, make reasonable offer. 1-351-3688.

DRAPES, custom made by Sears, 2 pr., 8'x4' & 6-1/2'x4', like new, $50. 447-4066.

WOODEN KITE WINDERS & adjustable stilts. 426-3957.

14 CU. FT. REFRIGERATOR, Coldspot, cptn; patio glass doors. 447-3418.

'83 Z-28, blk, T-top, options, must see, $11,500, aft. 5 p.m. 456-8220.

BELTED RADIAL TIRES, 4, GR78-15, good cond., $20. 483-4889.

18" CHARCOAL GRILL, $20; 7' Christmas tree, $25. 432-6112.

FENCE MATERIALS: 5' wire fence, iron posts, 16' boards, 4" sq. posts. 489-9453.

19" GE B&W TV, ex. cond., reasonable. 426-9814.

RIDE WANTED

TO COLLEGE STREET, 7-3:30 p.m. 1-691-3711.

FOR RENT

FLORIDA COTTAGE, Englewood, by the gulf, rent by wk or mos, avail 6/10-23 & 7/22-10/6. 627-3431.

STORAGE SPACE FOR OUT-OF-SEASON GEAR, snowmobiles, etc., SW. 627-2737.

COTTAGE ON LAKE JAMES, 2 bdrms, lake front, $250/wk or $2,000/season. 485-3215.

GARAGE, near GE Bdwy, $15/month. 747-0241.

WANTED

USED PORTA-CRIB. 1-925-3548.

LIONEL & AMERICAN FLYER TRAINS, any cond. 1-724-8011.

SERVICE

PLUMBING REPAIRS, sewers, sinks, toilets, drains, reasonable. 426-9963.

CONTINUOUS GUTTERS & ALUM. SIDING, fres est. 627-2858.

CONCRETE CONSTRUCTION — repair/replace, call aft. 6 p.m. 446-5643.

SWEETCAKES THE MAGIC CLOWN, live animals, comedy & more, all ages & reasons. 445-8453.

LOST

NECKLACE WITH CROSS, Taylor Street Plant in Feb. or March, call aft. 4 p.m. 622-7947.

In memory

Florian A. Arnold, 5312 Indiana Ave., died April 10. He was a superintendent at the Wire Mill prior to retiring in 1968.

H. Lowell Melser, 1320 Somerset Lane, died April 7. He was an inspector at CIMD Broadway prior to retiring in 1978.

William J. Cripe, 9023 Bluffton Rd., died April 5. He was a tester technician at STD prior to retiring in 1978.

William J. Scott, 6227 Bluffton Rd., died April 5. He was a machine repairer in Building 8-1 prior to retiring in 1968.

Sarah J. Smith, Harlan, died April 3. She worked at Building 26-3 prior to retiring in 1951.

Maurice E. Bennett, 5522 Standish Dr., died March 8. He was a drafting supervisor at GPM Taylor Street prior to retiring in 1975.

Bowling

GE Office			
		(225-198-177)	
Val Budowski	609	Wayne Fulkerson	229
(209-165-235)		Barry Confer	222
Steve Scherer	603	Walt Hein	220
(214-190-199)		Bob Lehman	216
Ed Hagadorn	600	Don Hitzeman	213

Elex Calendar - May

4 - Quintus Chapter board meeting, 9:30 a.m., Hall's Guesthouse, 1313 W. Washington Center Rd.

5 - One day trip to Rochester and Dearborn, Mich.

7 - Partizan Chapter board meeting, 11:30 a.m., MCL Cafeteria in Southtown Mall.

8 - Reservations due for May 14 Elex supper and program.

9 - Pen-El Chapter luncheon and meeting, 11:30 a.m., Bethany Presbyterian Church, 1616 W. Main St.

10 - Honor-Ettes Chapter board meeting, 11:30 a.m., Hall's Guesthouse, 1313 W. Washington Center Rd.

10 - Reservations due for May 17 luncheon.

14 - Elex Club supper and program for members and their mother and/or daughter, GE Club Auditorium. Program by Stephen's School of Dance. Supper catered by the Venice Restaurant. Served 5-5:45 p.m. The menu: three pieces of chicken, cole slaw, mixed vegetables, scalloped potatoes, apple pie, rolls, milk or coffee. Tickets $4.25.

15 - Partizan Chapter Installation Banquet, 12 noon, Olympia Athletic Club, 2100 Goshen Rd.

16 - Elex educational oil painting class - reservations required.

17 - Elex Club luncheon and program for members and their mother and/or daughter, Hall's Guesthouse, 1313 W. Washington Center Rd., 11:30 a.m. Program featuring Rosella Corll, "Words and Music." Menu: 1/4 chicken, au gratin potato, molded fruit salad, cherry cheese cake, rolls and beverage. Tickets $4.50.

17 - Elex educational oil painting class. Reservations required.

18 - Quintus Chapter installation banquet, 12 p.m., Hall's Guesthouse, 1313 W. Washington Center Rd.

19 - Arena Dinner Theatre Party, "Company" a musical comedy, The Greater Fort Wayne Chamber of Commerce, for Elex members and guests. Social hour 6 p.m., buffet dinner 7:15 p.m., stage production 8:30 p.m. Tickets $14.

21 - Honor-Ettes Chapter installation banquet, 12 p.m., Salem United Church of Christ, 2401 Lake Ave.

21 - Elex Executive Committee end of year banquet, 7 p.m., Lambro's, 303 E. Tillman Rd.

22 - Count Elex Club 1984-1985 officer ballots, 7 p.m., Bldg. 18-3 Conference Room.

23 - Elex educational oil painting class - reservations required.

24 - Elex 1984-1985 officer's group picture and practice for June 4 installation banquet - 4 p.m. in the Bldg. 18-1 Conference Room.

24 - Oil painting class - reservations required.

25 - Reservations due for June 4 Elex Club installation banquet.

***ADLETS**
GE NEWS BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:
☐ For Sale* ☐ Ride Wanted
☐ Wanted ☐ Riders Wanted
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☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form **by noon Friday** for publication Thursday. You may submit only one adlet per issue of the **GE News. No more than 40 letters per Adlet, please.** Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

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Address _____ City _____

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* The item(s) referred to in this ad are in no way connected with any business venture

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Signature

It's never too late to enroll in Deferred Pay Account

After seeing the tax savings their co-workers gained through the new Deferred Pay Account, 138 Fort Wayne GE employees have enrolled in the plan since the initial Feb. 20 sign-up date.



Iris Woodcox, a tier in Building 17-3, signed up for the DPA to increase her take-home pay.

"Employees can sign up for the DPA anytime," said **Walt Nielsen**, manager of payroll. "I expect employees will continue to sign up at a steady pace as they see others with a little more take-home pay and reduced taxes."

The Deferred Pay Account option was added to the Savings and Security Program March 1. Employees can contribute up to 7% of their pay to DPA for long-term savings. Amounts designated as deferred pay are not subject to current federal and state income taxes.

Iris Woodcox, a tier in Building 17-3, recently signed up for DPA after returning from lack of work. "The girls I work with were talking about the DPA, and they sounded as if they were doing well. They were realizing more on their paychecks."

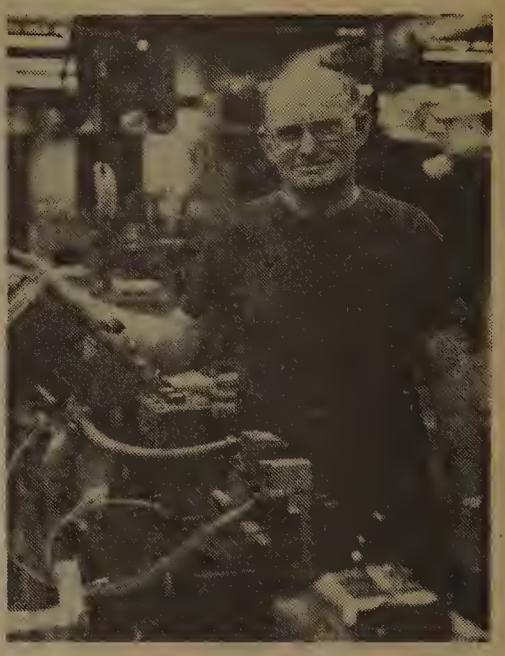
Iris read the information about the DPA and then signed up for the program. "I basically signed up so I could save money on my taxes. DPA does give you more money in your paycheck to take home, and, after all, that's what we're all here for."

Although **Melvin Yoquelet**, a core-stacker in Building 19-B, is only a year from retirement, he recently signed up for DPA. "Unfortunately in the past I didn't think I could afford S&SP. That was a foolish idea. I would sure advise the younger employees to sign up for it. It would have meant so much now," he said.

Melvin plans to use the money saved in DPA to help with utility bills after he retires. "You never know how high your bills might get when you retire. It isn't that a person really needs this little extra, but it helps."

He elected to have the maximum withheld from his paycheck. "I had thought for a while that I was so close to retirement, it really wouldn't matter. But as they say, it's better late than never."

Employees are encouraged to read their benefits booklets and S&SP Prospectus before making decisions regarding S&SP.



Melvin Yoquelet, a core-stacker in Building 19-B, recently enrolled in the Deferred Pay Account of S&SP to save as much as he can in his last year before retirement.

CIMD, STD competitors join in purchase agreement

Two Commercial & Industrial Motor Department competitors and two STD competitors will be joined under the same ownership as the result of a purchase agreement announced recently.

A group of private investors, headed by Louis Vetter, president of the Milwaukee-based Litton Components Group, announced the agreement to buy the Magnetics Component Group of Litton.

It will consist of four divisions: Louis Allis, Jefferson Electric, Liberty Wire and Triad-Utrad.

Spectrum owns Century

One element of the proposed agreement is the Spectrum Group, a Los Angeles-based management and investment firm that also owns Century Electric.

Currently, both Century Electric and Louis Allis are direct competitors of the Commercial & Industrial Motor Department.

CIMD competes with Century

Century Electric competes with CIMD in producing subfractional to 500 HP motors. Century plants are located in Lexington and McMinnville, Tenn., and Watertown, N.Y.

Louis Allis Co. produces 1-10,000 HP electric motors, adjustable speed drives, alternators and compressors. They have plants in Milwaukee and two other Wisconsin cities.

"This new agreement would essentially give Century and Louis Allis the same owner. Until now they were separate competitors," explained **Lyman Lewis**, sales planner for the Components Sales Department.

The proposed agreement would also include Jefferson Electric, which produces transformers in competition with the Specialty Transformer Department. Jefferson's plants are located in Bellwood, Ill., and Athens, Ala.

Another division, Triad-Utrad of Huntington, Ind., currently makes high voltage power supplies, battery chargers and transformers for microwave ovens. The Power Supply Operation of STD competes with Triad-Utrad in some markets.

The other division, Liberty Wire, makes magnetic wire for coils. Their plants are located in Downers Grove and Bensonville, Ill.

Vetter will be president

The agreement calls for Vetter to be president of the new corporation and for Andrew G. Galef, president of Spectrum, to be chairman.

The transaction is subject to further negotiation, the drafting of a final agreement, approval of both boards and certain governmental approvals. The proposed sale price was not disclosed.

Good Friday holiday observed tomorrow

Friday, April 20, will be the second of 10 paid holidays for GE employees in 1984. Beginning with Good Friday, this weekend will mark the first of seven long holiday weekends this year.

The other three-day weekends will center around Memorial Day and Labor Day. Because July 4 falls on a Wednesday, employees will have that day off with pay to celebrate Independence Day. Four-day weekends will include Thanksgiving, Christmas and New Year's holidays.

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BC-8

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1030 Swinney 10-5:30 M-F

GENERAL PERIODICALS
NON-CIRCULATING
IC

ECD begins hiring employees this week

The Aircraft Engine Electronic Controls Department (ECD) began the process of hiring its first hourly production employees this week, said **Roger Clarke**, ECD employee relations manager.

Ten candidates for assembler-solderer jobs and one for stocker-processer are scheduled to begin training May 14 in temporary facilities on South Calhoun Street.

On the move employees called first

"We are following the announced procedure of looking first at Fort Wayne GE employees who are on the move, then at those on the recall list with the most seniority," said Clarke. It appears that most of the candidates for the first ECD openings will come from the recall list.

Over 40 persons were invited to attend informative meetings held this week about the open jobs. During the meetings, product applications and job responsibilities were discussed. Clarke explained the unique product work rules that will apply to the ECD operation to protect integrity, such as no eating, smoking or drinking in work areas because of potential product contamination.

Those who express interest in pursuing the opportunities will be given tests to measure color blindness and visual acuity at the GE medical clinic. Those who pass that screen will take a manual dexterity test conducted by the Indiana State Employment Division. Testing will be followed by one-on-one interviews to select persons who will be trained for open jobs.

If more than the required number of applicants pass those screens, they will be placed on a waiting list. The 11 most senior qualified candidates will begin formal training and orientation May 14.

"Since we intend to use a work cluster concept at ECD, candidates will receive training in such skills as effective listening, interpersonal relationships and problem solving before they get into the on-the-job phase of training," explained Clarke.

Each assembler-solderer candidate must pass a certification test every six months, said Clarke. This procedure helps assure that GE's electronic controls meet strict quality standards required by its customers and for the safety of the passengers in aircraft using ECD products.

Clarke said that ECD intends to hire another 10 candidates for assembler-solderer jobs in August, 10 more in late September or early October, and a total of about 50 hourly production employees by the end of the year.

General Electric News

APRIL 26, 1984 FORT WAYNE, INDIANA VOLUME 66, NO. 17

Personal Share Statements scheduled for distribution May 4

Employees can use S&SP during lack of work

Several Winter Street employees attended a special Brown Bag session Tuesday to learn how participation in the Savings and Security Program can help fill income gaps during periods of lack of work.

Because of a temporary softening in sales during March for the Commercial and Industrial Motor Department markets served by the Winter Street plant, seven days have been designated as lack of work days for the entire Winter Street operation. The dates scheduled are April 23, April 30-May 4 and May 7.

John Peirce, manager of employee communication, told Winter Street employees that S&SP provides for emergency withdrawals of employee contributions during lack-of-work periods without forfeiting the proportionate company matching payment.



Six Winter Street employees heard how they can use the "Security" part of S&SP to make emergency withdrawals during lack of work periods.

The amount you can withdraw depends on the length of the lack-of-work period, as follows:

- **Short work weeks.** Peirce said, "If your work week is shortened to 80 percent or less of your normal week, you may withdraw an amount from your S&SP savings equal to the normal straight-time earnings lost. For example, when a five day work week is shortened to four days, many people don't qualify for unemployment compensation or Income Extension Aid. Some can use vacation days, but when those run out, S&SP provides another way to maintain their income. Take for example a person who has straight-time earnings of $300 a week. If they are laid off for one day, they can withdraw from their own savings an amount up to the straight-time earnings lost — in this case $60. The $30

Continued on Page 3.

Fort Wayne's Bill Shaffer is GE's 100,000th pensioner



When Wilbur "Bill" Shaffer retired from Building 26 on March 1, he became the 100,000th GE pensioner. A story about Bill will be published in employee publications throughout the company to commemorate the milestone.

Wilbur "Bill" Shaffer, who retired March 1 from Building 26, became the 100,000th General Electric Company pensioner.

Because the number is a significant one, Bill's story will be circulated throughout GE for employee publications to mark the growth of the pensioner rolls.

Bill retired as a die processor for the Specialty Transformer Department with 41 years of service. He began his career at GE washing parts for 65 cents an hour."

His family had always been associated with GE. Two brothers also retired from the company; the three had combined service of 125 years. Their father, a construction worker, erected the wooden frame which held the first GE monogram sign atop Building 32.

Benefits kept Bill at GE

"I'm glad I stayed with GE," Bill said. "They kept pace with other industries throughout the years with steady increases in wages, and I was never laid off. But the real reason I never changed jobs was because of GE's benefits."

While at GE, he participated in the Savings and Security Program. Along with his pension, the S&SP interest he earned over the years is providing him and his wife Midge a "comfortable" retirement income. "My standard of living was not jeopardized when I retired," he said.

"I feel very fortunate I got into S&SP. I saved the maximum, and I'm glad I did. It's a feeling of security now. Young employees should try to participate in S&SP as soon as possible," the 62-year-old pensioner added.

Bill said he has witnessed many advancements at GE during his 41 years. Technological improvements in equipment made his job easier and more productive, he said. "We used to do a lot of jobs now done by machines with manpower. People got tired of doing some of the hard work by hand. Some of the new computer-controlled equipment actually increased the number of workers while they made the work easier and more productive.

"Foreign competition in the last 10 years has really been tough. I know it has been hard to compete. Sometimes adding new machines keeps our business competitive. I've seen computers and changes in technology triple the output while no one had to be laid off," he explained. "Today GE invests millions in new equipment. They're trying to look to the future."

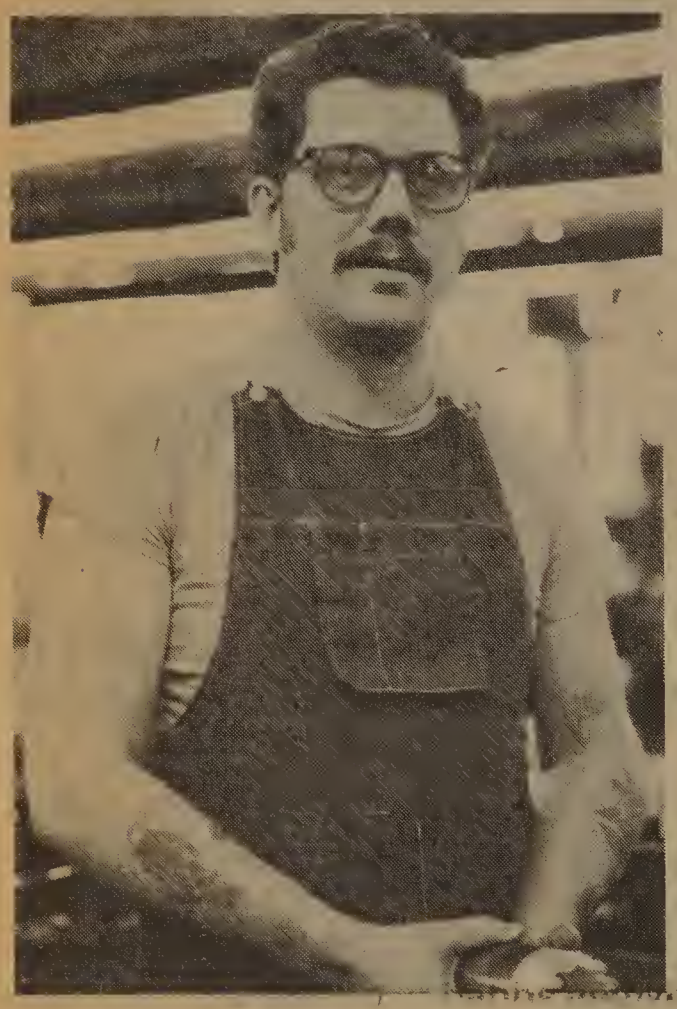
Another improvement Bill has seen at GE is in getting information about benefits. "GE brings the information to the people," he said. He found the Pre-Retirement Seminar especially helpful. "I retired with a lot of people who didn't really know what pension and insurance coverage they had. All you have to do is ask."

Jim Cox continues medical care with HMO option

Tomorrow is the last day Fort Wayne GE employees may change their health care option.

Employees have the option of receiving medical coverage through the Comprehensive Medical Insurance provided by the GE Insurance Plan or through one of the two Health Maintenance Organizations.

Jim Cox, a utility operator in Building 17-2, opted for a Health Maintenance Organization last year, because "it sounded like a good deal."



Jim Cox, Building 17-2, is happy with his Health Maintenance Organization choice.

He chose Summit Health, mostly because the location was near his home. Maxicare/Intergroup is the other approved HMO.

Recently, Jim found out he has high blood pressure, and he credits his participation in an HMO with the early discovery of the problem. "I might not have found out about my high blood pressure otherwise. Since office calls at Summit have been free, I went to their doctor for a check up and found out I had high blood pressure," said Jim.

Both HMOs to charge $5 for office visits

Generally, HMOs require no deductible expenses to be paid by employees except for specified "co-payments." Doctor visits, surgery, X-rays and tests are also paid through the monthly premium.

Summit recently announced they will begin charging $5 for each office visit, and prescription co-payments will rise to $5 from $2. Maxicare charges no co-payment for office visits during regular hours, and the $2 for prescriptions remains unchanged.

The low office call charge is the main reason Jim is staying with Summit. "With three children, you have to go to the doctor pretty often. It begins to add up when it usually costs about $50 to go in and get a shot," he explained. He also feels he saved money this year by not having to pay for his children's physical examinations required for school.

Jim said his family has good experiences with getting an appointment with a doctor. "While we liked the family doctor we had had for 18 years, we always had to sit and wait even though we had an appointment."

Both HMOs require members to use their HMO physicians and facilities. Both will refer patients to specialists outside their group, however, when the need arises.

For Summit patients who are referred to a licensed psychiatrist, there will now be a co-payment of $20 for each of the first 20 visits in a year. Maxicare will maintain its $20 co-payment for psychiatric services for the first 20 visits in a year. Beyond 20 visits, the patient pays all services in both HMOs.

Routine eye examinations are also covered in full for HMO patients up to age 17. Summit previously had no age limit.

All employees have dental coverage under the GE Dental Assistance Plan, regardless of which medical plan an employee uses.

HMOs have no connection with GE

Although Jim is content with his medical coverage, he thinks many GE employees are afraid to join an HMO because "they think they (the HMO) work for the company and won't really tell you if you're sick."

But, **Tom Callant**, manager of compensation, said GE just wants good medical coverage for its employees, regardless of where they choose to receive it. "GE doesn't care whether the employees join an HMO or remain with the GE Comprehensive Medical Insurance plan," he said.

"We only have contracts with each HMO to provide a service to any employee who wishes to sign up for their programs. We have no tie with the HMOs anymore than we have with any independent physician. They are simply providing medical care for those employees who choose them," explained Callant.

GE is required by law to offer federally qualified HMO plans to employees.

Detailed brochures and letters were mailed recently to all Fort Wayne GE employees to outline the services offered by both HMOs.

Employees who want to change medical care options must submit completed forms in Personnel Accounting, Building 18-1, by April 27. Changes will become effective June 1, 1984.

Black and Decker sale soon final

FAIRFIELD, CONN. — The General Electric Company and The Black and Decker Manufacturing Company have entered into a definitive agreement covering the purchase by Black & Decker of the GE Housewares Operations.

The Housewares Operations being acquired consist of GE's small appliances businesses. They do not include GE's audio electronics products or its major appliances, video products or lighting products.

GE sells Utah Int'l

NEW YORK — Most of GE's natural resources subsidiaries have been sold to Broken Hill Proprietary Company Limited (BHP) of Australia. BHP purchased Utah International Inc. and Utah-Marcona Corp. from GE in a $2.4 billion transaction.

Some Utah properties were excluded and remain part of GE. These include Ladd Petroleum Corp. and certain Utah financial interests in the U.S. As part of the transaction, GE acquires a 15.5% interest in Central Queensland Coal Associates, a consortium formed by BHP to finance the sale.

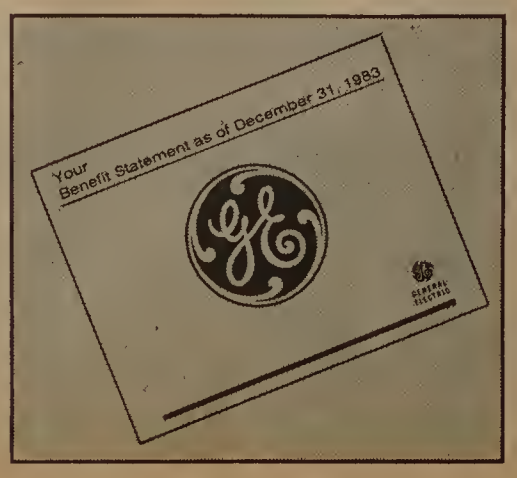
Pensioners receive benefit statement

Just as GE employees will soon receive their Personal Share Statements, GE pensioners have received a similar booklet.

A customized summary of benefits was mailed recently to all GE pensioners. The new booklet gives each pensioner detailed and personalized information about pension payments for 1983, life insurance coverage, medical insurance and all current beneficiary information.

About 500 Fort Wayne area pensioners have called Pensioner Contact Program representatives **Lloyd Stubbins** and **Les Glougie** in the last few weeks with questions relating to the statement.

"The intention of the booklet is to provide pensioners with the same kind of information provided in the active employee's Personal Share Statement," said Stubbins.



The booklet shows the amount of pension received in 1983 and total deductions for taxes and insurance.

"I'm advising all pensioners to keep their booklet with their important papers," said Glougie.

"One of the most important things that the booklet has shown is that many pensioners had out-of-date beneficiaries and didn't realize it," said Stubbins.

Beneficiary changes or other changes can be made by contacting the Pensioner Contact Program representative listed in the back of the booklet. Stubbins and Glougie can be reached Monday through Friday from 9 a.m. to noon.



Closely reading the personalized Pensioner Benefit Statement they received will probably bring Clarence and Ruth Porter about $600. They discovered they could receive medical benefits for some recent expenses for Ruth. Clarence retired from Taylor Street in 1976.

S&SP

Continued from Page 1.

company matching payment on that money remains in S&SP and is not forfeited.

• **Layoff of more than two consecutive weeks.** Employees can withdraw all or part of their savings without loss of company matching contributions. Withdrawals can be made periodically or in lump sum during the layoff or within one week following return to work. Payments will be made in cash. Processing takes about two weeks.

• **After six months on layoff.** S&SP participants who are laid off for six consecutive months can withdraw all holdings in their accounts. This includes all savings, company matching payments and all interest and dividends. These withdrawals may be made in securities or cash.

"Employees who make withdrawals should check to see if they will be taxable or non-taxable," Peirce emphasized. Taxable withdrawals occur when the amount withdrawn exceeds "unrecovered investment."

He also alerted employees to the make up savings provision of S&SP. "For layoffs of two weeks to six months, you can make up savings equal to the amount you would have saved had you been working. The company will then make its matching payment of 50% of your contribution."

Peirce noted that these withdrawal and make up savings provisions also apply to absences for personal illness or injury, strikes and federal non-military government service. However, they do not apply to the new Deferred Pay Account (DPA) of S&SP. Requests for withdrawals from DPA must meet the "hardship" test of the Internal Revenue Service. Such requests will be handled on a case-by-case basis until the IRS issues final regulations on what it means by "hardship."

Specialty Transformer reorganized

As the result of a General Electric Corporate Marketing study of industrial markets that was completed last year, a number of GE businesses have restructured their organizations to focus more effectively on serving their markets and customers.

On Monday, the Construction Equipment Business Operations (CEBO), of which Specialty Transformer is a part, announced organization changes directed at strengthening its market focus. As a result, Specialty Transformer marketing began reporting directly to the Construction Equipment Marketing Department as of April 23.

At the same time, Specialty Transformer finance and employee relations began reporting directly to their respective CEBO headquarters functional operations in Plainville, CT. Specialty Transformer systems, which formerly reported to STD finance, will report to Construction Equipment information systems in Plainville.

gineering and manufacturing, as well as the Power Supply Operation, will continue to report to **Dan Lovinger**. Lovinger continues to report to E.N. DeVault, general manager of Construction Equipment Manufacturing and Technology Operations in Plainville.

Strengthens position

"Our continuing objective with these organizational realignments is to strengthen our number one position in the markets we serve with specialty transformers and power supplies," said Lovinger in making the announcement in Fort Wayne.

Openings available for Nova Scotia tour

Openings are still available for the tour to Nova Scotia hosted by the Elex Club. The vacation Shutdown tour will be July 27 to Aug. 4. Elex Club members, GE employees, retirees and guests are invited to sign up.

To reserve a place, $150 per person is required. The total cost of the trip is $1,249 for those sharing two-person accommodations. Final payment is due May 26.

For more information and to make reservations, contact the Elex Club office, 428-3240. The tour is escorted by Grueninger Travel.

Annual Hawgbuster Classic May 11

The 10th annual Hawgbuster Classic fishing contest will be May 19. Weigh-in will begin at 3:30 p.m. at the old Phillips 66 station at Harbor Lite at Lake James and adjoining waters.

Entrants must sign up by May 11 by contacting **Dave Saalfrank**, Ext. 2625, Building 8-2, or **Geoff McCord**, Ext. 3615, Building 20-2.

The cost is $10 per boat with a maximum of two people per boat. One person in each boat must be a GE employee, spouse or child.

PTC wants suggestions from riders

Employees who ride a Public Transportation Corporation bus to work may give bus schedule suggestions to **Marvin La Rue**, Ext. 3698, Building 4-4.

La Rue serves on the newly-formed PTC Riders Advisory Committee as a representative for GE employees. The committee's purpose is to seek ways to improve bus service through constructive ideas and suggestions.

Employees should contact La Rue before the May 8 meeting. New PTC schedules are due to be in force by the end of June.

Elex dates for May activities added to calendar

The following dates should be added to the May Elex calendar which was published in last week's GE News:

May 16 — El-Par Chapter will meet at the Swinney House, 1424 W. Jefferson Blvd. at 12 noon for a luncheon, tour and business meeting. On May 23, the El-Par Chapter Executive Board will meet at 9:30 a.m. at the Hobby Ranch House, 3204 N. Anthony Blvd.

Adlets

FOR SALE

80 FORD FIESTA, 35 mpg, garaged, no rust, $2,500. 627-5128.

50 GALLON AQUARIUM w-stand & all accessories, make offer. 749-0159.

76 PONTIAC CATALINA, ex. condition, $1,500. 432-2896.

82 KOUNTRY AIRE, 33', fully equip., nearly new w-Chev. tow vehicle. 1-638-4557.

DAVENPORT, 90", like new; drapes; wht coat, sz. 14. 485-0102.

FIVE PIECE PEARL DRUM SET w-zildjuian cymbals, blue, ex. cond. 485-7756.

SCHWINN FIVE SPEED TANDEM; lady's 10 spd. Schwinn. 747-5510.

GARAGE SALE, April 26, 27 & 28, 1569 County Rd. 68.

'81 MAZDA 626 SEDAN, auto, 4 dr., low mileage, one owner, sharp, ex. cond., $5,895. 449-1123.

MINK COAT, beautiful, bwn, full length, lge. sz., like new. 424-7474.

PIER, 85' long, 36" wide, good condition. 1-219-897-2582.

MOVIE PROJECTION SCREEN, Silver Lenticular, 45"x45", cost $63, sell for $20. 745-1645.

FOR RENT

FLORIDA COTTAGE, Englewood, by the gulf, rent by wk. or mos., avail. 6/10-23 & 7/22-10/6. 627-3431.

APT., W. Jefferson, 3 rms, 1st fl, util. incl., parking, adults. 424-7474.

MOBILE HOME, 40'x60', $180/mos. plus util., Washington Ctr. Rd. 449-0383.

PRIVATE BOAT SPACE on channel, Lake Wawasee. 1-723-4480.

WANTED

SMALL LAKE COTTAGE, lakefront w-good swimming beach, reas., prefer Big Long, Adams, Pretty, call eves. 485-1846.

LIONEL & AMERICAN FLYER TRAINS, any condition. 1-724-8011.

SERVICE

SWEETCAKES THE MAGIC CLOWN, live animals, magic & comedy. All ages & reasons. 445-8453.

CONCRETE CONSTRUCTION — replace/repair, call aft. 6 p.m. 446-5643.

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T-660 15"L x 12.8"W x 9.5"H.

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GE NEWS BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:
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☐ Wanted ☐ Riders Wanted
☐ For Rent* ☐ Lost
☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form **by noon Friday** for publication Thursday. You may submit only one adlet per issue of the **GE News. No more than 40 letters per Adlet, please.** Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg _____

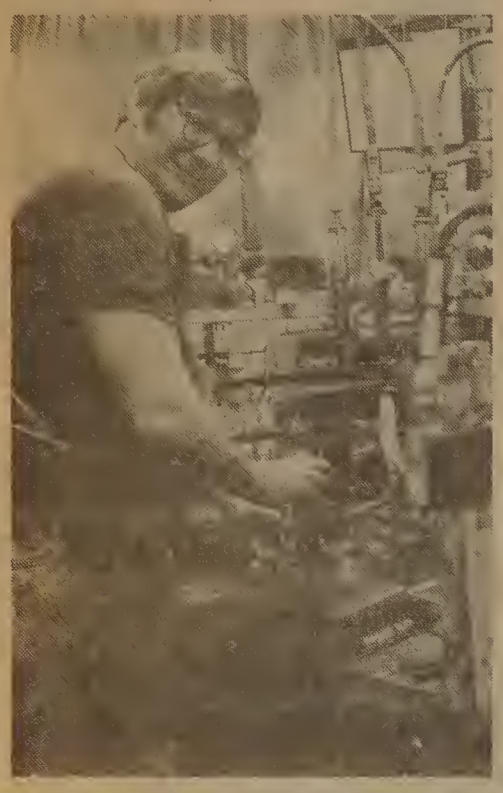
* The item(s) referred to in this ad are in no way connected with any business venture

_____
Signature

'Competition as intense as ever'

Local markets show mild first quarter increase

While overall corporate sales and earnings were aided by a sharp rise in commercial and light industrial markets, the markets served by Fort Wayne GE businesses showed a milder increase in the first three months of 1984.



Randy Simmons, Taylor Street, assembles a pump motor produced for Gast.

CMD markets improved

The business climate for the first quarter was improved from year ago levels for most major markets served by the Component Motor Division. Riding the crest of a surge in housing starts, the major appliance and air conditioning markets improved significantly with unit sales up 23% and 44%, respectively, according to **Bill Corry**, manager of market analysis for the Component Sales Department.

"The increase in unit sales coupled with the restoration of depleted inventories is welcome news to those operations building motors that are used in appliances and air conditioning equipment," said Corry.

Many of the motors built locally, however, are headed for equipment used in industrial and commercial markets which have yet to feel the full force of the recovery, he said.

"Certain segments, such as pumps, fans and blowers, are showing promise of a good turnaround with customers like Flotex, McNeil, Taco, ITT, Robinair, Torin, Gast and Acme leading the way. Most other segments are up only moderately with competition as intense as ever," added Corry.

STD orders growing

Orders from electrical distributors and industrial equipment manufacturers grew during the first quarter for the Specialty Transformer Department. These orders continued the steady rise in STD's orders from the recession low point in mid-1983.

According to **Don Kearns**, manager of operational planning, a 13% increase in contract awards for commercial and industrial buildings is strengthening the transformer market. Machine tool manufacturers are seeing increased orders for their equipment so they need more transformers.

STD successfully negotiated several large annual commitments from industrial customers that added to STD's order backlog. STD also participated in a nationwide sales incentive campaign that encouraged electrical distributors to fill their shelves for the coming summer construction season.

Kearns said, "We anticipate some slowdown from the unusually high first quarter order rates, but production and shipments of transformers and power supplies should hold at their present higher levels into the third quarter."



Robert Grady, Building 27, puts the finishing label on a transformer.

Strengthened orders highlight GE's first quarter

"Most significant in the first quarter was the continued strengthening in orders from commercial and industrial markets," GE Chairman Jack Welch said in reporting General Electric's financial results for the first quarter.

"Sales improvements in the first quarter continued to be led by solid increases in consumer-drive markets, particularly engineered plastics, major appliances, video products, and housewares and audio products," he said.

GE's chief executive officer reported that General Electric sales in the first quarter of 1984 were $6.58 billion, compared with $6.10 billion for 1983's first quarter.

GE earnings in the first quarter of 1984 were $485 million. This compared with the $425 million for the first quarter of 1983.

Commenting further, General Electric's chairman added: "Increased volume and GE's ongoing productivity improvements contributed to a higher operating margin which, as a percentage of sales, was up to 9.2% from last year's 8.9%.

"Strong earnings increases occurred in consumer core businesses led by major appliances and lighting; high technology operations, particularly aerospace, medical systems, and plastics; and services businesses, especially nuclear and financing operations," said Welch.

General Electric Credit Corporation reported 34% higher earnings, reflecting a gain from the sale of its second-mortgage portfolio. Partly offsetting these excellent results were reserves set aside for future business restructurings ($46 million before taxes), lower earnings from longer-cycle businesses such as locomotives and turbines, and continued generally weak offshore operations.

Welch added, "With respect to the economic outlook, near-term prospects are favorable. We are now in the second year of a very strong domestic recovery. Capital spending by U.S. business is clearly on the upswing and will complement the strength in consumer durables, housing, and defense.

Looking to late 1984 and 1985, we are concerned about the increasing U.S. interest rates, which reflect or anticipate continued high budget deficits, and the high relative value of the U.S. dollar with its dampening effect on U.S. export orders."

Technical Systems earnings up

The Technical Systems sector earnings were also sharply higher on good revenue gains. Aerospace, medical systems, component products, and semiconductors all contributed to the improved results. Industrial electronics had a good sales increase although losses were somewhat greater, reflecting ongoing program development activities. Mobile communications operations continued to reflect weak markets.

Aircraft Engine sector earnings and revenues were well above the prior year as military business continued to accelerate.

Agreement calls for seniority adjustments

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The following procedures are also part of the policy change:

- To prevent inequities, it is also necessary to adjust the seniority of active employees according to the new policy.
- Seniority credits will not be given end for removals considered voluntary in nature, such as quits, leaves of absences or disciplinary suspensions.
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- Seniority for employees on layoff will not be adjusted until they are recalled. If a person on layoff would have more seniority than a person on payroll under the new method of calculating seniority, no actions would occur.
- Employees re-engaged after losing recall rights would have seniority commensurate with their continuous service at the time of rehire. Seniority would not change if continuous service is adjusted after six months for individuals who left the company with vested rights.

Employees can expect notification of their new seniority date by May 2.

GENERAL PERIODICALS
NON-CIRCULATING
IC

Personal Share Statements to be distributed Friday

The annual distribution of Personal Share Statements will begin Friday. Everyone who's been a GE employee since at least Dec. 31, 1983, will receive a document containing information about his or her status as of that date in the GE employee benefit plans.

Jerry Winkler, manager of employee relations for the Component Products Group, said the statement shows the basic benefits provided by General Electric at no cost to employees. It also shows optional benefits offered at a nominal cost and the pension plan to which both GE and employees contribute.

"This year's statement," he said, "is nearly the same in format as last year's. An addition is the employee's date of birth. This has been included to help verify the company's records, and any error should be reported to the personnel accounting office in Building 18-1.

He added, "An improvement, in my opinion, is the information on the back side of the sheet. It seems to be easier to understand than in the past. I hope everyone reads this section because it will answer many questions about the figures that appear on the front side."

Winkler said that, despite the efforts of record-keeping people here and in the company's Schenectady, N.Y., personnel accounting offices to insure the accuracy of the statements, there are bound to be questions about the information on these documents.

"We don't want anyone to have any doubts about benefits coverage," he said. "That's why GE puts so much time and expense into the preparation of these statements. Benefits coverage is too important to the individual and his or her family to risk any errors or misunderstandings."

Consult Benefits Directory for help

If you have questions about your statement or would like to make any changes in your benefits coverage, help is available. The names of employee relations and personnel accounting contacts are listed on the Benefits Directory distributed with Personal Share Statements. Employees should retain this for future reference.

The Savings & Security Program's new Deferred Pay Account isn't mentioned in the Personal Share Statement because it didn't go into effect until this March. Next year's statement will list the Deferred Pay Account.



Homer Ray, a shaft grinder in Building 4-2, plans to study his Personal Share Statement to help him decide how much longer to work before he retires.

General Electric News
MAY 3, 1984 FORT WAYNE, INDIANA VOLUME 66, NO. 18

Exercise your right — VOTE Tuesday, May 8

Lower costs, higher productivity helped HMO in 1983

"In order to remain competitive, we must constantly work to reduce costs in the Appliance & Hermetic Motor Department (AHMD)," said **Don Cochran**, general manager of AHMD, at the annual business review last week.

The Hermetic Motor Operation in Building 17 is part of the Appliance & Hermetic Motor Department whose headquarters are in Holland, Mich. Cochran presented the overall 1983 results of the department to HMO salaried employees.

Earlier the same day, **Ray Watkins**, acting HMO plant manager, presented the 1983 results to committees representing IUE Local 901 and IAM Lodge 70.

Merger reduced base costs

Cochran told employees the 1983 merger of appliance and hermetic motor businesses took $2.1 million of base costs out of the business. That base cost reduction and the first hermetic motor price increase in over two years has helped to improve the financial condition of the department.

Foreign competitors, through compressor imports, have claimed about one-third of the market for refrigerator motors and taken about one-fourth of the compressor market for air conditioners. Foreign competition and the fact that some customers have begun making their own motors has cost the hermetic business about 800 jobs in recent years.

Because today's consumers demand better quality, partly due to the reputation of Japanese products, there is a bigger emphasis on quality. Cochran said, "If we're going to sell motors domestically or off shore, we must have outstanding quality." The department must look to foreign markets for growth opportunities.

Cochran praised the quality and productivity improvements made at the Fort Wayne operation. "Your We C.A.R.E. program helped to make a difference last year. Fort Wayne was a break-even operation, and that was tremendous considering the depressed state of the business.

"Successfully improving productivity like you did is a way to take cost out of the business, and we're going to continue to need a lot of help from Fort Wayne employees," said Cochran.

Cochran said he was impressed with the 1984 HMO all-employee program title, "Stay Alive 'Til '85." The year 1985 is when the final HMO product lines will be transferred out of Fort Wayne. He said it was indicative of the good attitude of Fort Wayne HMO employees.

In addition to improved efforts in cost reduction and productivity, Cochran said the introduction of the Programmable™ Motor shows great potential for the department. "We think we've got something good in this motor. GE can be the leader in this new field because of our technology."

Watkins praises HMO 1983 results

Watkins also told union representatives earlier in the day, "The hermetic team came through in excellent fashion in 1983." He said, "The intense focus on productivity and the upfront communication with employees at a time when we had to fight rumors of close downs made a significant difference in our 1983 results."

He explained the "Stay Alive 'Til '85" program title reflects employees' preference for working together as a team rather than competing among fellow workers. He said HMO employees liked the idea of working together as a team to compete against HMO competitors.

Because Trane is HMO's largest customer, the transfer of lines building products for Trane from Fort Wayne to Scottsville, Ky., is significant, explained Watkins. He said plans now call for single phase Trane motors to be produced in Scottsville in the third quarter of 1984, and three phase motors in the fourth quarter. All other product lines will be transferred in the first quarter of 1985.

Watkins also answered questions for union officials about why HMO began producing 60 frame motors when the business is soon to be transferred. He explained that the 60 frame motors are being built so HMO can continue to be a 100% supplier to Trane and to keep A. O. Smith from getting a foot inside the door.

HMO plans for 1984 are "business as usual" with no major investments and a greater inventory control. Watkins said HMO is working on a smooth and efficient transfer of product lines.



Representatives from IUE Local 901 and IAM Lodge 70 heard the 1983 results and the outlook for 1984 for the Hermetic Motor Operation from Ray Watkins, acting plant manager for HMO. Shown here are (from left), Dottie Askren, plant relations manager, Watkins, and representatives from Local 901. Seated are Mary Phillips, Jim Daughtry, Ron Fee, Ed Starks, John Carpenter. Standing are Ron King and Larry Lock. Don Cochran (right), general manager of AHMD, gave the annual business review to HMO salaried employees.



Lewis encourages students to become engineers

In an effort to recruit more minorities into the field of engineering, **Lyman Lewis** represents GE as one of the company's 33 industrial counselors. Those duties are in addition to his work as sales planner for the Components Sales Department in Fort Wayne.

Since 1979, Lewis has worked with Purdue University at West Lafayette to encourage minority students to study engineering and to identify qualified minority engineering graduates for career opportunities at GE.

"In order to have minorities well represented within the company, we want to encourage and select the best qualified people," said Lewis. About 60% of GE's managers have engineering degrees.

Program can start in grade school

"We start working with students while they're in high school and in some instances as early as elementary school," explained Lewis. He also works with college freshmen and graduates.

Lewis helped to organize the "Target Cities Luncheon," which was aimed at attracting outstanding minority students from Fort Wayne area schools into the field of engineering. About 40 juniors from area high schools attended the luncheon to learn first-hand about engineering careers from representatives of Purdue University and industry.

Information can be used now

"The students learned a lot about engineering and how to go about choosing an engineering career," said Lewis. "Some of them indicated they plan to use the information immediately, to find out information about schools, what degrees are offered at which schools, and what companies recruit at each school."

Mark Lewers, a member of GE's Technical Marketing Program, assisted Lewis as a counselor at the Target Cities Luncheon. As a recent engineering graduate of Purdue University, Lewers was able to share his personal knowledge of engineering and Purdue.

Lewers said he was glad to serve as a role model for minority students and is eager to encourage the students to pursue careers in engineering.

Minority representation low

"The number of minority representatives currently in the engineering field is less than what it could be. Programs such as the Target Cities Luncheon help to increase the students' knowledge of technical career opportunities and requirements," said Lewers.

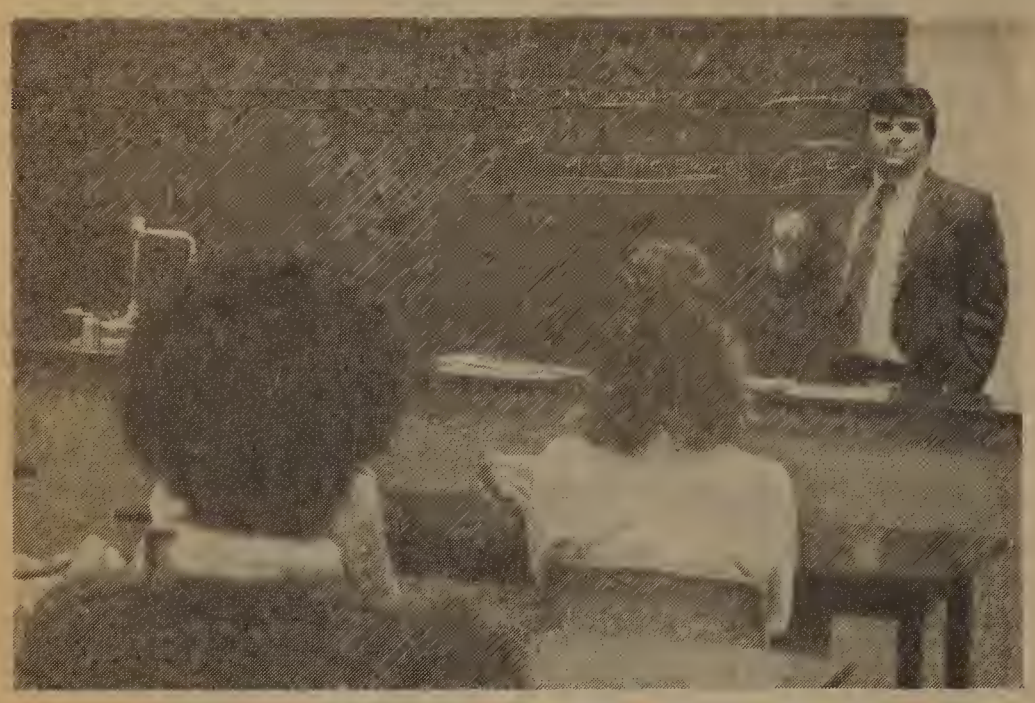


Mark Lewers, a member of the Technical Marketing Program, and Lyman Lewis, sales planner for CSD, counseled area minority students at a seminar sponsored by Purdue University of Fort Wayne. Lewis serves as an industrial recruiter to encourage minority students to study engineering.

He added, "This exposure enables the students to determine whether an engineering curriculum and related career are where their interests lie. For those who have definitely decided on engineering, such programs help focus the career paths the students intend to follow. If more students in the inner city were exposed to the more technical fields, more would choose them as careers."

According to **Fred Garry**, GE vice president in charge of corporate engineering and manufacturing, GE's target for 1984 is to ensure that 6% of its entry-level engineers will be men who are black, Hispanic or American Indian.

Employees teach middle schoolers on Career Day



Jeff Watson, a systems design engineer for CIMD, encouraged eighth graders at Miami Middle School to become engineers at the school's Career Awareness Day. About 30 area businesses provided resource people for the all-day program.

Four employees recently represented Fort Wayne GE at Miami Middle School's Career Day. "This was one of about five career days at schools we participate in annually as part of our community involvement," said **Cal Keys**, specialist in recruiting and training.

Other GE employees who spoke to eighth graders about their careers were **Willie French**, plant relations manager for the Commercial & Industrial Motor Department, **Jeff Watson**, systems design engineer for CIMD, and **Karen Horn**, GE News editor.

"The students were primarily interested in what our jobs are and what education and expenses it took for us to prepare for our jobs," said Keys.

"We at GE want to work with the young students because they may become our future. Some of them may be attracted to GE, and someday these students may become engineers or communicators. We are always looking for talented people in all areas, so we try to plant the seed early," Keys explained.

Eighth graders can study careers

"Eighth graders are at a prime time to start thinking about career choices," said Keys. "I have been an advocate of a career exploration choice at the middle school or high school level."

Keys' office also supplies GE materials on careers to schools for their guidance offices and teachers.

"Career Days at schools are kind of unique in that someone other than the teacher is telling the students about various jobs," added Keys.

Watson sees his participation in Career Day as a learning experience for himself as well. "It's good for the students to see adults other than teachers. And it's great for me to see what students' attitudes are like today and to learn first hand what they're interested in," said Watson.

Fenoglio to appear on Wall Street Review

Bill Fenoglio, vice president and general manager of the Component Motor Division, will be the guest on Channel 10's Wall Street Review. The telecast will be aired on Cox Cable at 7 p.m. Friday and 4:30 Saturday, and on Citizen's Cable at 3 p.m. Saturday.

Fenoglio will answer questions from panelists about Fort Wayne GE businesses.

Employees reminded to vote in local primaries Tuesday, May 8

Employees are encouraged to exercise their right to vote Tuesday, May 8, in the primary election. Polls will be open from 6 a.m. to 6 p.m.

Local voters will choose candidates to run in the fall election for the following offices: president, governor, 4th district U.S. representative, 16th district state senator, 19th district state representative and 20th district representative.

Local government officials to be nominated will be: judge of Allen Circuit Court, county treasurer, county coroner, county surveyor, county commissioner of the 1st district, county councilperson at large, precinct committee representatives, and delegates to the state convention.

Some areas will also be electing school board members.

General Electric News

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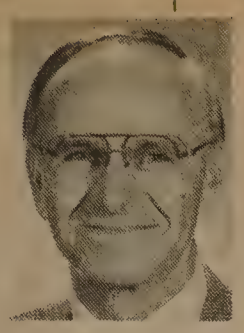
GENERAL ELECTRIC

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John Hicks, Chief Photographer
Gloria Smith, Adlets
Tim Schlie, Artist
1635 BROADWAY
PO BOX 2204
FORT WAYNE, IN 46801

Employees begin first spring as retirees



Robert L. Meehan retires with 43 years of service. He started as a treater in Building 26-B. He retires as a truck driver for CPTO Taylor Street. "My plans are to spend three months in Florida and the rest of the year at Papakeechie Lake fishing and whatever else comes naturally."



Carl Koester Jr. ,retires with 42 years of service. He started with GE in the Apprentice School. He retires as a die and mold repairer at CIMD Winter Street. "The apprentice program started me into a career of steady employment and excellent benefits into retirement. I plan to do more golfing, fishing, traveling and gardening."



Thelma H. Lawson retires with 23 years of service. She started as a lead maker at GPM Taylor Street. She retires as an area service aide in Building 4-4. "I plan to do things I haven't had time for. I will spend more time with my husband and family, especially my son and his family in the Air Force in Texas."





(Top) Making the blood donor comfortable is a job for Red Cross volunteer Roque Shideler, a GE retiree, and Julia Schuler, a registered nurse. Judy Cook, a tester in Building 8-2, is a regular donor. Chuck Welch (above), manager of communication and relations planning, was one of 163 GE employees who gave blood at last week's Bloodmobile.

40 years of service



Iris Maxton
Building 4-2

Effective date is May 7

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Adlets

RIDERS WANTED

CHURUBUSCO TO TAYLOR & BDWY GE, 7-3:30 p.m. 1-693-3637.

FOR SALE

JR. CLOTHING, sz. 5, also some shoes. 623-6373.
250 WATT INFRA RED HEAT LAMP, prtbl, good cond., $5. 485-9244.
JOHN DEERE 7 HP LAWN TRACTOR w-34" mower deck, $275. 432-1460.
150 AMP AC WELDER; 4500 watt generator & leads, $900. 1-419-263-2451.
GO CART, 2 seater, good cond., good runner, $110. 432-6287.
29' AIRSTREAM TRAILER w-Reese hitch, good cond. 432-6062.
BEER TAPPER, tank, hoses & fixtures, $65 or best offer. 485-1178.
ANTIQUE WALNUT CHEST OF DRAWERS, $50. 745-3533.
MOBILE HOME, 12' x 60', air, disp., dshwshr, shed, ties, 26' awning. 493-2755.
LADY KENMORE ELECTRIC DRYER, very good cond., $60. 484-2283.
'72 CADILLAC SEDAN DEVILLE, $800. 447-3666.
'73 MOBILE HOME, 14' x 65', w-12' x 24' add-on, 4 bdrms, 1-1/2 baths, all major appl., $7,000, aft. 5 p.m. 489-4378.
FOLDING PING-PONG TABLE, full size, w-net, $45. 486-2717.
'76 HONDA, new batt., runs good, $195; Duo-Therm oil space htr, $25. 432-4793.
YEAR-ROUND LAKE COTTAGE w-stone fireplace, 2 bdrms, Loon Lake, aft. 6 p.m. 625-4332.
TIRES, 4, Scat Trac on ET rims, 50s & 60s, best offer. 744-2942.
BOOKS, records, spices, plants. 747-9489.
AKC SAMOYAN MALE, 4 mos. old, shots, $200, aft. 5 p.m. 749-2065.
'81 YAMAHA MAXIM 650, blk, shaft drive, must see, 6,700 miles, $1,700 or offer. 456-1795.
'74 BUICK CENTURY, 350 V8, 2 dr., AM-FM cass., runs good, $400. 456-1795.
FULL LENGTH MINK COAT, large size, bwn, good buy. 424-7474.
10 HP DYNMARK MOWER, $500; air conditioners, 2, $100 ea. 426-4485.
'72 DATSUN 240Z, Calif. car, ex. cond., best offer. 485-8038.
17' AIRSTREAM TRAVEL TRAILER, A-1 cond., make offer. 747-0997.
'79, 024 HATCH, silver & blk, 44 K/mile, 25 MPG city, $3,400. 485-1872.
LIVING ROOM CHAIRS, 2, like new, $75 ea. 447-4066.
'76 KAWASAKI KZ 750, 12,000 miles, new tires, chain & sprocket, custom seat, mint cond., $1,050. 456-3826.
COUCH & CHAIR, bwn & tan plaid, $650, eves. 1-691-3492.
VELVET CHAIR, gold, ex. cond. 745-4073.
WEBER CHARCOAL GRILL, 22-1/2"; 2 pc. Samsonite luggage. 747-5154.
'73 HOMETTE MOBILE HOME, 3 bdrms., good cond., aft. 5 p.m. 1-897-2413.
ANTIQUES - Shirley Temple mug, pitcher, salt shakers, etc. 483-3857.

FOR RENT

FLORIDA COTTAGE, Englewood, by the gulf, rent by wk. or mos., avail. 6/10-23 & 7/22-10/6. 627-3431.
ONE BDRM APT., near GE, $180/month, plus util. 449-0383.

WANTED

DINETTE TABLE w-formica top & six chairs, aft. 7 p.m. 432-0856.
LIONEL & AMERICAN FLYER TRAINS, any cond. 1-724-8011.
WEIGHTS for balance scales, in ounces or grams. 745-2120.
OUTBOARD MOTOR, 6 or 7 HP, Johnson or Evinrude. 432-6107.
SOMEONE TO CUT GRASS, northwest, near Dana. 483-5923.
20" SCHWINN GIRL'S BICYCLE, good cond., reasonable. 432-6059.
PERSON TO CLEAN MY CANTERBURY GREEN APT., bi-weekly, refs. required, eves. 485-3124.

SERVICE

CONTINUOUS GUTTERS & ALUM. SIDING, free est. 627-2858.
SWEETCAKES THE MAGIC CLOWN, live animals, magic, comedy, & more, all ages & occasions. 445-8453.
SEWER SERVICE: open sewers, $35; sinks, drains, $25. 426-9963.
CONCRETE CONSTRUCTION, repair/replace, aft. 6 p.m. 446-5643.
INSTRUCTOR FOR LEARNING PROBLEMS. 744-5669.

In memory

George C. Hill, Route 3, died April 22. He was a stacker in Building 22 prior to retiring in 1965.

Edmund J. Bauer, Roanoke, died April 21. He was a machine builder in Building 19-3 prior to retirement in 1965.

Ennis E. Brown, 4810 Tillman Rd., died April 18. He was an inspector at Winter Street prior to retirement in 1981.

Harry J. Adams, Huntington, died April 14. He was a time standards and methods specialist at the Wire Mill prior to retiring in 1967.

Oscar "Doc" Klbiger, 2401 Indian Village Blvd., died April 9. He was a mold and die maker at Building 19-4 prior to retiring in 1979.

***ADLETS**
GE NEWS BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:
☐ For Sale * ☐ Ride Wanted
☐ Wanted ☐ Riders Wanted
☐ For Rent * ☐ Lost
☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form **by noon Friday** for publication Thursday. You may submit only one adlet per issue of the **GE News. No more than 40 letters per Adlet, please.** Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

* The item(s) referred to in this ad are in no way connected with any business venture

_____
Signature

Final candidates interviewed for first AEECD jobs

Final candidates for the first 11 hourly production jobs at the Aircraft Engine Electronic Controls Department (ECD) are scheduled to be interviewed today. Personnel will be selected on the basis of qualifications, with seniority being an important factor.

Candidates will be interviewed by **Roger Clarke**, employee relations manager for ECD, and **Don Padgett**, shop supervisor for ECD.

Ten people will be hired to be assembly-solderers and one will be a stocker and processer. First consideration for openings will be given to Fort Wayne GE employees on notice of layoff. Consideration will then be given to qualified employees or former Fort Wayne GE employees on layoff with recall rights.

Training for those who are hired will begin May 14 at a temporary training facility at 2924 S. Calhoun St. The training will include: a 2½ day orientation program covering the aircraft engine business, the Aircraft Engine Electronic Controls Department, introduction of supervision and a training program overview.

Because assembly-solderer work at ECD will be done in work clusters, an outside consultant will provide training in skills for working with others, such as problem solving and listening skills.

After the initial orientation, the bulk of the training for the next several weeks will focus on assembling and soldering skills taught by instructors from Ivy Tech and ECD.

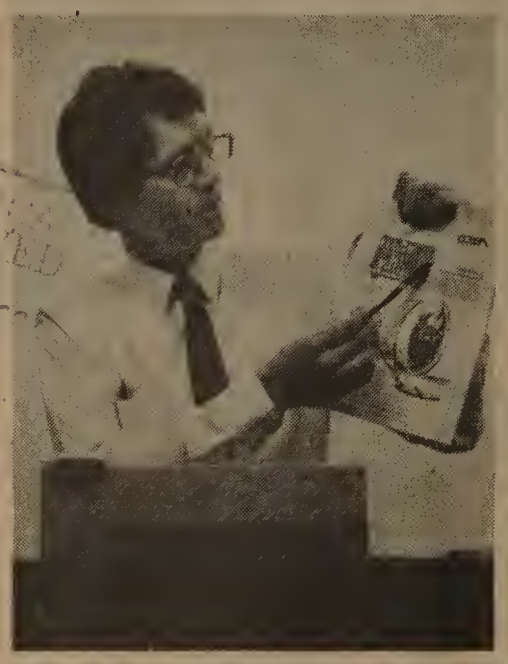
At the end of the training course, employees will be required to pass a solderer certification test.

Actual production at the new facility on Taylor Street will begin in June for the first new employees. They will work in the new prototype manufacturing area. This 15,000-square-foot area will be the first portion to be completed, according to Clarke.

The same process will be used for hiring the second group of assembler-solderers. Their training class will begin in August.

Clarke said plans call for all new ECD employees to go through at least the orientation part of the training program.





These are four of 40 candidates for the first assembler-solderer ECD jobs who heard a presentation by Roger Clarke (right), manager of employee relations for ECD. All future ECD employees will go through orientation to the ECD business.

health tip

Getting a second medical opinion advised in some cases

To have surgery, or not to have surgery.

When the answer is not clear cut, medical officials are now encouraging patients to get a second medical opinion.

Doctors stress that getting a second doctor's opinion when "surgery is not a must" often helps the patient reach the right personal decision about having surgery.

General Electric's Second Surgical Opinion Program allows for 100% payment of the second surgical opinion examination.

"We're certainly not suggesting that everyone should always get another doctor's opinion, but it is a good thing to do in some cases," said **Dr. Jim Chase**, medical director for the Component Products Group.

Non-emergency, elective surgeries fall into the category of getting a second opinion, according to Chase. "It might be wise for a patient to get a second opinion when something minor is coincidentally found for which the patient had no real symptoms."

Some examples of surgery which are usually performed on a non-emergency basis are tonsillectomy, hernia repair, hysterectomy, hemorrhoidectomy, gall bladder surgery and podiatric surgery. Even these procedures, however, may be emergencies under certain conditions.

These questions should be asked by a patient before agreeing to a non-emergency surgical operation:

- What does the doctor say is the matter with you?
- What is the operation the doctor plans to do?
- What are the advantages of having the operation?
- What are the risks of the operation and how likely are they to occur?
- How long would the recovery period be and what is involved?
- What are the costs of the operation?
- What will happen if you don't have the operation?
- Are there other ways to treat your condition that could be tried first?

Patients who want to get a second surgical opinion can do the following:

- Ask your family doctor or the doctor who recommended the surgery for the name of another doctor.
- Call the county medical society to obtain the names of doctors in your community who specialize in your condition.
- Call the Metropolitan Life Second Surgical Opinion Coordinator (8*234-2588) to obtain names of doctors in this area who specialize in your condition.

"Getting a second opinion can reassure the patient and help the person feel more informed about having the surgery. Ultimately, the decision is up to the patient. A second opinion can help them make the right one," said Chase.

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Finance employees achieve $2 million in cost savings

Employees in the Component Products Group Finance Operation in Fort Wayne contributed cost improvement and suggestion ideas that resulted in over $2 million in savings during 1983.

The results of employee efforts were announced at the operation's annual business review meeting last month. Attending were employees from the insurance operation, personnel accounting, systems, the computer operation, and from general and tax accounting and graphics.

Nearly 93% of all group finance employees participated in the suggestion and cost reduction programs. The following top participants received U.S. Savings Bonds.

Cost improvement program: **Paul Henricks**, systems, with 10 ideas accepted; **Paul Christlieb**, graphics, **Berne Ebetino**, computer operation, and **Ruth Graft**, systems, six each.

Suggestion program: **Margaret Haxby**, general and tax accounting, five suggestion awards; **Margie Gunn, Jill Roe** and **Betty Walti** of personnel accounting, **Sharon Dafforn** and **Dorothy Porter**, computer operation, three suggestion awards.

39% had perfect attendance

Moose Morgan, manager of accounting and systems, said he was proud to recognize 39% of the operation's employees for perfect attendance during the entire year and award them "a night on the town."

He then outlined the major accomplishments of 1983, which included the following:

- installation of the check processing system that provides the new paychecks employees have been receiving;
- implementation of the new Pensioner Contact Program;
- addition of the DeKalb and Murfreesboro plant to the group's payroll system;
- new computer systems for several motor plants and the transportation operation;
- upgrading of data processing equipment and addition of data processing responsibilities for other locations;
- addition of accounting responsibilities for several GE operations outside Fort Wayne.

Morgan challenged employees to continue their efforts to help product departments find new ways to reduce costs and improve productivity in 1984. Some of the 1984 projects that will help accomplish these goals include the development of a system for monitoring medical costs, further upgrading of data processing systems and implementation of various computer systems in product departments.

Fink challenges employees

John Fink, manager of CPG finance, in his final address before retiring May 1, challenged the operation's employees to find ways to help product departments cope with changes in their businesses. More changes will be necessary to keep CPG operations competitive, he said.

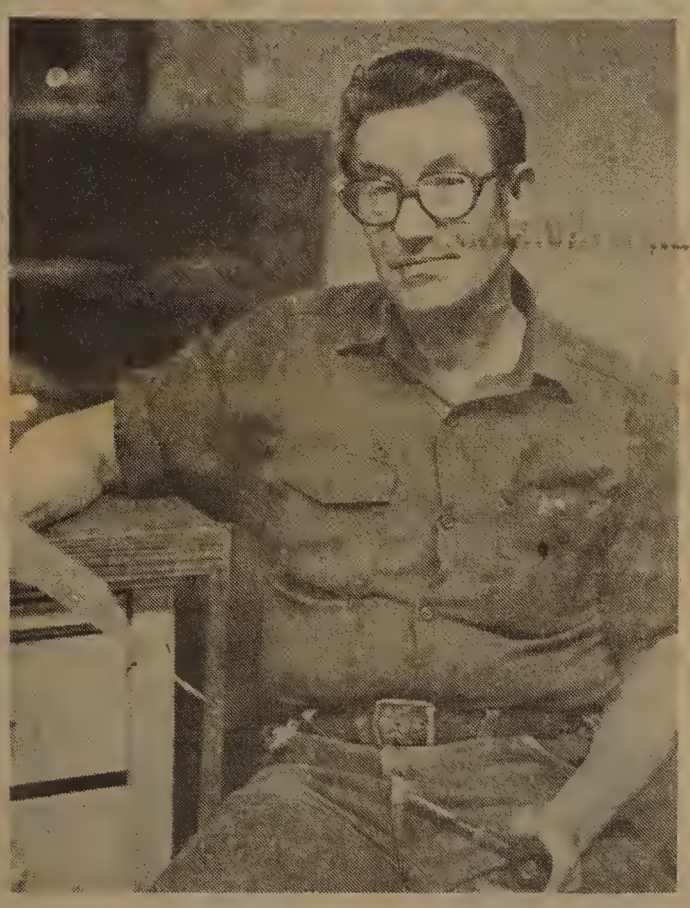
General Electric News

FORT WAYNE, INDIANA

MAY 10, 1984 VOLUME 66, NO. 19



Irene Trimble, Taylor Street



Jack Smith, Building 4-B



Joyce Baker, Building 26-2

Employees see pension growth through Personal Share Statement

With the distribution of Personal Share Statements last week, Fort Wayne GE employees are using them to do financial planning and measure the growth of their benefits.

Irene Trimble, a line loader at Taylor Street, said she first looks at her Personal Share Statement "to see what I get when I retire."

Insurance benefits important

Because her husband is retired from a company which moved from the area, she added, "The family protection part is also important to me, because this is the only insurance we have."

Irene also studies the personalized pension information. "I want to know how much I need to save for retirement."

She said she keeps the statement with all of her important papers.

Jack Smith, a punch press operator in Building 4-B, plans to retire in three years at age 60. "I always compare the statement from the year before so I can see how much pension I have earned. But I'm particularly interested in how much pension I'll earn in the next three years," he added.

"The Personal Share Statement helps you keep track of your assets and how they have progressed," said **Joyce Baker**, a secretary in Building 26-2.

As a participant in the Savings and Security Program and nearing retirement age, Joyce said she "naturally" looks at her S&SP holdings and her personalized retirement information.

"I think the older I get, the more I appreciate the pension," she said. "It gives you a sense of security."

Informative sessions available

Several operations are conducting informative sessions to clarify employee questions about their Personal Benefit Statements. In most cases, sessions are being scheduled through employee relations offices.

In addition to reviewing the basic benefits provided by General Electric, employees should:

- review the pension plan to which both General Electric and employees make a contribution;
- consider changes in optional benefits offered at a nominal cost;
- update their beneficiaries if necessary;
- discuss the statement with their families;
- put the Benefits Directory in a place for an easy reference;
- keep the Personal Share Statement in a secure place.
- check to make sure their birth date is listed correctly and report any errors to personnel accounting or employee relations.

Four new administrators elected to ECSF Board

Four new administrators recently were elected to represent employees on the Employee Community Services Fund Board.

Bill Oberwitte will represent CIMD salaried employees at Taylor Street. **Dale Baeske** will be the alternate.

Jean Hoover will represent Specialty Transformer hourly-paid employees on the board. **Roy Allen** is the alternate.

Garland "Casey" Keister will represent HMO salaried employees. **John Stiver** was elected alternate.

Pat Harris, CSD, will represent employees in CSD, SMD and the CPG legal, relations and finance operations. **Jerry O'Brien** was elected alternate.

Each was elected to serve a two-year term on the ECSF Board, which will administer the $225,000 pledged by employees in 1984 to go to the United Way of Allen County. The board conducts reviews of the agencies, evaluates requests for funds and provides leadership and assistance during the annual drive.

If employees have questions about their pledges or how agencies use their funds, they should contact the administrator for their area.



The Employee Community Services Fund Board of Administrators conducted its 1984 organizational meeting last week. Standing (from left) are John Stiver and Garland "Casey" Keister, HMO; Bill Oberwitte, CIMD; Jim Slater, CPTO; Dan Holloway, Specialty Transformer; Dan Thurber, HMO; Roy Allen, STD; John Peirce, management representative; and Dale Baeske, CIMD. Seated from left are Pat Lee, CIMD; Jean Hoover, STD; Carilyn Brown, CPTO; Dave Bolyard, CIMD; Dorothy Houser, CIMD; and Tom Johnson, IAM Lodge 70.

Administrators and alternates who are serving for their second year include:

Hourly representatives are CIMD Taylor Street — **Dorothy Houser** and **Pat Lee**; **Jerry Wilson**, alternate. CIMD Winter Street — **Diane Fultz**; **Minnie Bryant**, alternate. CIMD Broadway — **Dave Bolyard**; **Joann Bowers**, alternate. HMO — **Dan Thurber**. CPTO — **Jim Slater**, Wire Mill; **Larry Sordelet**, alternate.

Salaried representatives are Specialty Transformer — **Dan Holloway**; **Elaine Norr**, alternate. CPTO — **Carilyn Brown**; **Bob McGregor**, alternate.

Tom Johnson represents IAM Lodge 70. A new representative for IUE Local 901 will be named this month.

Management representatives are **Moose Morgan**, treasurer; **Chuck Welch** and **John Peirce**. Officers elected by the board for 1984 are **Carilyn Brown**, chairman; **Dave Bolyard**, vice chairman; and **Jim Slater**, secretary.

Elex members to elect 1984-85 officers next week

Elex Club members will elect officers for the 1984-85 year next week, May 14-18.

Eligible voting members may obtain ballots from the Elex contact representative in their area or from the Elex office, Building 18-3. Ballots should be returned to **Fern Ehmcke**, Building 21, so that she receives them by May 18.

Nominees listed

The Executive Board presents the following slate of nominees:

President — The nominees are **Sally Eichhorn**, Building 18-4; and **Rhonda Gage**, Building 4-4.

First vice president — **Geneva Daugherty**, Building 19-1, is running unopposed.

Second vice president — The nominees are **Shirley Beard**, Building 17-4; and **Clydie Kelso**, Building 6-4.

Secretary — The nominees are **Lois Fuhrmann**, Building 26-2; and **Beverly McClure**, Building 4-2.

Trustee — Members will vote for two of the following: **Minnie Benjamin**, Building 26-2; **Allene Tew**, Section 14, Taylor Street; **Mary Wafford**, Building 26-2; **Daisy Walton**, Building 17-3.

Director — Members will vote for three of the following: **Karen Ausderan**, Building 17-3; **Ann Day**, Section 14, Taylor Street; **Callie Passwater**, Section 14, Taylor Street; **Phyllis Petry**, Building 27; **Jan Ragan**, Section 14, Taylor Street.

The newly elected director who receives the most votes will serve a two-year term.

Membership open in May

May is also membership month for the Elex Club, which is entering its 68th year. May 31 is the final date for 1984-85 membership acceptance.

President



Sally Eichhorn
Building 18-4



Rhonda Gage
Building 4-4

First v.p.



Geneva Daugherty
Building 19-1

Secretary



Lois Fuhrmann
Building 26-2



Beverly McClure
Building 4-2

Trustees (vote for 2)



Minnie Benjamin
Building 26-2



Allene Tew
Sec. 14, Taylor St.



Mary Wafford
Building 26-2



Daisy Walton
Building 17-3

Second vice president



Shirley Beard
Building 17-4



Clydie Kelso
Building 6-4

Directors (vote for 3)



Karen Ausderan
Building 17-3



Ann Day
Sec. 14, Taylor St.



Callie Passwater
Sec. 14, Taylor St.



Phyllis Petry
Building 27



Jan Ragan
Sec. 14, Taylor St.

May retirees to enjoy retirement



Ardell W. Hambrock retires with 42 years of service. He started as an apprentice in the Apprentice School and retires as a bench machinist in Building 17-2. "GE benefits have made my retirement possible. Now it's up to the good Lord and me to see that it's a long, healthy and happy one."



Cecil W. Strong retires with 41 years of service. He started as a tool crib attendant in Building 17-4. He retires as a tool-cutter grinder in Building 4-1. "GE has been a good place to work. I made some good friends, and I plan to enjoy retirement one day at a time."



Vincent G. Heredia retires with 33 years of service. He started as a janitor in Building 26-2 and retires as a treater in Building 26-4.



Benjamin F. Miller retires with 42 years of service. He began as a stator winder in Building 4-3. He retires as a final inspector at CIMD Taylor Street. "I plan to see America first. Then I will do some farming and gardening, repair buildings and obtain a horse for my grandchildren. I will also let the alarm clock gather dust."



All Hermetic Motor Operation employees received shiny red apples and "GE is ME" t-shirts last week as rewards for making five of seven goals during the first quarter of 1984 in the all-employee program, "Stay Alive 'Til '85." Dolores Benzinger (left), DeWayne Reed and Janice Egolf were recognized by their supervisor, Mel Smith (right), Building 17-3, for having perfect attendance in the first quarter.

Others retire May 1 with 20 to 44 years of GE service

Other retirees include the following: **Florence E. Merriman**, 44 years of service, Building 6-4; **Richard A. McNiece**, 43 years of service, CIMD Taylor Street; **Howard G. Welch**, 43 years of service, STD; **Leonard J. Boner**, 42 years of service, CIMD Taylor Street; **Norbert R. Weeks**, 42 years of service, Building 19-1; **Warren G. Antoine**, 41 years of service, CIMD Winter Street.

Also, **Leland E. Richardson**, 41 years of service, CIMD Taylor Street; **Mabel M. Eldridge**, 40 years of service, CIMD Taylor Street; **Frank C. McMaster**, 40 years of service, Building 4-4; **John Fink**, Component Products Group manager of financial planning and analysis, 36 years of service, Building 18-1; **Nora L. Williams**, 30 years of service, Building 26-3; **Jean E. Strahm**, 22 years of service, CIMD Taylor Street; **Ruth Zern**, 20 years of service, Building 26-2.

Adlets

FOR SALE

ANTIQUE KITCHEN CUPBOARD, $25. 745-3533.

EMERSON 30" WHOLE-HOUSE ATTIC FAN, new, in carton. 484-0107.

LADY'S THREE SPEED BIKE, J.C. Penney, bwn, $50, firm. 447-1939.

BOY'S 24" FIVE SPEED PEUGEOT BIKE, silver/grey, like new. 422-7226.

PLATFORM ROCKER; 4 metal chairs; piano bench; sewing rocker. 422-5258.

135 MM F/2.8 VIVITAR LENS w-filter, caps, & case, for Minolta SLR camera, $45. 749-9372.

REEL PUSH MOWER; wood fencing; wire fencing & posts. 489-9453.

GARAGE SALE, May 11-12, 9-5 p.m., 3417 So. Barr, antiques, tools, clothes, dishes, etc.

HAMMOND ORGAN w-rhythm section, ex. cond., $500. 485-8848.

TIRES & RIMS, 4, 5 bolt G78x15, $15; 4 deluxe 15" whl cvrs, $10. 445-5863.

LYNN HAVEN TRAILER, 14'x65', 4 bdrms, all major appls, rented country lot, aft. 5 p.m. 489-4378.

DOUBLE HUNG WINDOWS & SCREENS, 7 yrs. old, 42"x49". 485-2520.

LIMED OAK BOOKCASES, very good cond., rhubarb plants, $1.50 ea. 456-8481.

'78 KAWASAKI 400, fairing, radio, trunk, helmet. 432-5863.

PLATFORM SCALES, 1,000 lb. wt., very good cond. 485-8890.

ANTIQUE WALNUT CHEST OF DRAWERS, $50. 745-3533.

'82 YAMAHA SECA 550, 1,200 miles, showroom cond. 493-3610.

BOLENS TRACTOR & 42" mower, 16 HP, hydrostatic drive, moving sale, $1,900. 432-4490.

GIRL'S ROLLER SKATES, sz. 13, worn once, $10. 426-6852.

'73 HOMETTE MOBILE HOME, 3 bdrms, good cond., aft. 5 p.m. 1-897-2413.

'79 OMNI 024, 4 spd, 44,000 miles, 25 MPG city, $3,400. 485-1872.

'72 DATSUN 240Z, Calif. car, ex. cond., best offer, days. 485-8038.

'75 CADILLAC COUPE DEVILLE, 54,500 miles, full power, ex. cond., $2,000 or best offer. 483-3670.

'77 SUZUKI 750 CC, under 12,000 miles, kingqn, seat, super cond, $1,099 or best offer. 432-5747.

ANTIQUE OAK ICEBOX, 40" high, 21" wide, 16" deep, top & frt door, ex. cond. 749-1369.

WEDDING DRESS, sz. 6. 486-4490.

LOT, Yogi Park, Pierceton, close to activities. 432-0189.

ORGAN, Lowry Model CN, 25 Foot Pedals, $5.50.

KENMORE ELECTRIC RANGE. Like new. $175. 485-7465.

'77 PLYMOUTH wagon, auto; air; roof rack. $1,950.

WANTED

18" SWIMMING POOL FILTER, good shape, real cheap. 484-4251.

LIONEL & AMERICAN FLYER TRAINS, any cond. 1-724-8011.

METAL STORAGE SHED, good cond., new or used. 456-6421.

TWO-DRAWER FILE w-lock; 5 drawer chest, aft. 7 p.m. 432-0856.

SMALL LAKE COTTAGE, lakefront w-good swimming beach, reas., prefer Big Long, Adams, Pretty, call eves. 485-1846.

SERVICE

CONCRETE CONSTRUCTION - repair/replace. 446-5643.

SIDING, GUTTERS, ROOFING, REMODELING, A-1 work, free est. 749-5001.

CONTINUOUS GUTTERS & SIDING, free est. 627-2858.

GARDENS ROTOTILLED. 422-6997.

SWEETCAKES THE MAGIC CLOWN, live animals, magic, comedy. 445-8453.

SEWER CLEANING, sinks, drains, etc. 426-9963.

FOR RENT

CAR SALES LOT, downtown, newly asphalted, nice location, reasonable. 424-7474.

In memory

George W. Bartle, 7022 Bluffton Rd., died May 2. He was a first class machinist at GPM Taylor Street prior to retiring in 1967.

Francis J. Gnau, 1718 Cherokee Rd., died April 29. He was a tester in Building 26 prior to retiring in 1980.

Mabel Staley, 1534 Cinnamon Rd., died April 29. She was a sweeper at GPM Taylor Street prior to retirement in 1960.

Enid B. Morrow, 2306 Dale Dr., died April 28. She was a repair operator in Building 17-4 prior to retiring in 1973.

Grace P. Shenfeld, St. Anne Home, died April 28. She worked at GPM prior to retiring in 1963.

Jacob E. Fulmer, Columbia City, died April 26. He was a die repairer in Building 20-2 prior to retirement in 1971.

Arnold P. Johnson, 4320 Weisser Park, died April 26. He was an hourly supervisor prior to retirement in 1971.

Donna M. Stetler, Convoy, Ohio, died April 26. She was a general accounting analyst in Building 18 prior to retiring in 1983.

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GE Rebate _____ **-2.00**
Your Price ____ $ 9.99

H4001, H5001
H4651, H4656
Regular Price ____ $ 6.99
GE Rebate _____ **-1.00**
Your Price _____ $ 5.99

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10-5:30 M-F

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☐ **Wanted** ☐ **Riders Wanted**
☐ **For Rent** ☐ **Lost**
☐ **Free** ☐ **Found** ☐ **Service**

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The item(s) referred to in this ad are in no way connected with any business venture

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Pensioners volunteer business expertise with SCORE

Nine former GE employees who have officially "retired" are actively sharing their years of experience and expertise with area businesses.

As part of the Service Corps of Retired Executives (SCORE), they serve as counselors to small businesses. SCORE is a voluntary, nonprofit group whose services are free.

Nate Horton, who retired as manager of manufacturing for the Specialty Motor Department, said their clients usually fall into one of three categories: those who want to start a business; those who are already in business but are having problems; and those who are now successful in business but plan to expand.



These four retired GE executives volunteer their business expertise to small businesses in northeastern Indiana as members of the Service Corps of Retired Executives (SCORE). Of the 50 local chapter members, nine are retired GE employees. Pictured (from left) are Nate Horton, Paul Deal, Marv Hamilton and Lloyd Stubbins.

SCORE also sponsors about three small business workshops each year.

All counseling is free

Each SCORE member volunteers at least one day monthly. Individual counselors are assigned according to the SCORE member's expertise and the client's needs.

The counselors have experience in such fields as accounting, management, purchasing, pricing, advertising, marketing, government regulations and taxes, engineering, employee relations and manufacturing.

The local office counseled about 600 clients in 1983 and has already had about 200 calls in the first quarter of 1984.

While most of their counseling needs are met in one or two sessions, several businesses have long-term relationships with SCORE.

"Many of our clients just need a little bit of help and a little bit of encouragement," Horton said.

"Several of our clients just need someone to talk to about their business," said **Paul Deal**, SMD's former manager of finance. "They can't talk to their neighbors, spouse or competitors, so they discuss their business goals with us."

Successes: bags, noodles, cabs

SCORE success stories include small businesses that make products ranging from garment bags to noodles to sleeper cabs for trucks.

SCORE members are quick to say that they do not encourage all of their clients to enter into business. **Lloyd Stubbins**, who retired from GE as manager of general and tax accounting for SMD, said, "We discourage about 50 percent of the people who come in from going into business."

Deal said at least half of the people who come in do not have the capital necessary to start a business. "We have seen a great increase in the number of people going into service businesses because they don't take much capital," he said.

SCORE helps community

Why do these former GE executives give their time? **Marv Hamilton**, who retired as manager of union relations, said he and his fellow SCORE members like to do volunteer work.

Horton said, "We feel we owe something to the community, and it's our way of helping."

Other SCORE members who are GE pensioners include: **Ray Benckenstein**, who retired as an engineer at General Purpose Motor; **Les Glougie**, who retired as manager of materials for the Advanced Manufacturing Operation; **Alan Lord**, former manager of purchasing for GPM; **Ivan Rinehart**, former manager of manufacturing for the Appliance Motor Department in DeKalb, Ill.; and **George Wright**, retired sales manager for SMD.

Savings Bonds folder highlights market interest rates

"U.S. Savings Bonds now offer a unique combination of features which really pay off," according to a U.S. Savings Bonds folder Fort Wayne GE employees are receiving this week. The features emphasized include the market-based interest rate with a guaranteed minimum rate, complete investment safety and valuable income-tax advantages.

The folder, from the Savings Bonds Division of the U.S. Treasury, is being distributed to help explain how the market-based interest rate works. It also tells how the tax advantages can help build funds for education of children or for retirement.

Bonds held five years or more will not only earn market-based interest rates but also will have a guaranteed interest floor. Thus, if average market interest rates plunge, the guaranteed-minimum rate will protect bond buyers.

Because the folder was prepared for employees of all companies, it highlights buying bonds through the payroll savings plan. Most GE employees, however, who invest in bonds use the Savings & Security Program. That's because it offers a 50% matching payment from the company on investments of up to 6% of pay (7% for employees who have participated for the required holding period).

GE matches investment

As a result, S&SP participants can buy savings bonds and receive not only the market-based interest rate and the tax values, but also a matching "bonus" investment of 50% of the amount they invest. In effect, GE will make a matching investment of one bond for every two purchased under S&SP, up to the limit of matching.

While charts in the folder show how U.S. Savings Bonds grow in value when purchased under the payroll savings plan, employees who buy under S&SP can add about 50% to the government's figures, thanks to the GE matching payment.

Bonds can offer tax advantages

The folder describes a government-approved method for eliminating taxes on as much as $1,000 of annual-interest income. For instance, if the bonds are to be used for education of children, they can be registered in the dependent child's name. S&SP participants can elect this type of registration in October using their S&SP Distribution Notice. In another section, a chart shows how bond values grow when they are used for retirement.



Under S&SP, GE people can invest in other securities as well as bonds—GE stock, the S&S Mutual Fund, and the Holding Period Interest Fund. Besides studying the folder on bonds, employees should study the S&SP description in their benefit booklets and the S&SP Prospectus before making investment decisions.

Golfers Corner — By Greg Olwine

GE Club golfers begin season with Spring Scramble

Although weather conditions were slightly unfavorable early in the day, enthusiasm never waivered as GE golfers completed the 18-hole Spring Scramble Saturday at Brookwood Golf Club.

The prize and award winners were: **Les Fogle**, four month golf membership at Brookwood; **Lynn Bradtmueller**, $15 for closest to the pin on hole number eight; **Jim Stewart**, $15 for closest to the pin on hole number 14; **Phil Coleman**, $15 for the longest drive on fairway number 18.

The four-man team of Bradtmueller, Sutton, McBride and Schoenherr earned $30 each with their first place finish with a net score of 63. Second place and $20 each went to the team of Badders, Wilson, Coleman and Gerardot. Their net score was 64 with an eagle on hole number 18. Also netting 64 but with a birdie on hole number 16, was the team of Bashelier, Sykes, MacLeod and Parlow. They each received $15 for their team's third place finish.

Fourth place and $10 each went to the team of Abel, Coffee, Stewart and Shaw with a net score of 64. Fifth place and $5 each went to Shindeldecker, Phillips, Bell and Lantz with a net score of 65.

The GE Club July 4 Scramble will be held at Cedar Creek. More information will appear in the GE News in early June.

The GE League Playoffs will be Sept. 29 at Fairview Golf Course. There will be no adjustments for course ratings.

A shotgun start with a free lunch will highlight the GE Club Fall Scramble at Riverbend golf course on Oct. 6.

CSD realignment improves customer service, sales

How motors, transformers, and other products GE businesses manufacture get to the customer makes a difference in sales.

Improving that process and improving customer service by making it easier to do business with GE were the goals of a major corporate marketing study of GE's industrial markets conducted during 1982 and 1983. As the result of that study, major organizational shifts are taking place, and some are affecting Fort Wayne GE departments.

In the most recent change, the Components Sales Department (CSD), headquartered in Fort Wayne, has gained responsibility for about 700 additional customers in 12 markets that were formerly served by the Industrial Sales Division.

CSD General Manager **Guy Rhoades** said recently, "This transition is a very positive step which will improve market and customer focus. It will increase our effectiveness and ability to grow our business with many customers."

As a result of the transition, CSD will become the sales force for a larger share of the motors manufactured by the Commercial and Industrial Motor Department headquartered in Fort Wayne and several other departments. Approximately 78 people, formerly with ISD, are now reporting to CSD.

CSD recently held a sales seminar in Fort Wayne to introduce new sales engineers and district managers to CSD and to develop sales plans with product departments serving the industrial markets.

CSD assumes new market responsibilities

Some of the markets where CSD assumed added responsibility include: industrial pumps, compressors and blowers, industrial air conditioning and refrigeration equipment.

The transition is the result of the Corporate Consulting Services Market Focus Study, which recommended that certain product businesses and industrial sales forces be realigned to better achieve business objectives. These objectives include: providing improved customer service, grouping product businesses in specific markets, and having a more focused sales force in each business responsible for taking all company products to their designated markets.

The recent move of the Specialty Transformer Department from the Component Motor Division to the Contractor Equipment Business Group also was the result of this new market orientation.

General Electric News

FORT WAYNE, INDIANA

MAY 1[illegible], 1983

VOLUME 66, NO. 20

17 HMO employees tour Holland plant

For meeting goals in the 1983 We C.A.R.E. all-employee program, 17 Hermetic Motor Operation employees were rewarded with a one-day bus trip to Holland, Mich., last week. Accompanied by **Ray Watkins**, HMO acting plant manager, **Dottie Askren**, plant relations manager, and **Karen Horn, GE News** editor, the group toured the Appliance & Hermetic Motor Department headquarters and the Holland plant.

The group also heard a brief business overview by **Don Cochran**, AHMD general manager, and a presentation about the Holland plant by **Tom Lindenmuth**, plant manager. **John DiMare**, employee relations specialist, coordinated the day.

Cochran praised Fort Wayne employees for their 1983 performance in keeping HMO a "break-even business." He said he felt HMO's all-employee programs made a difference.

Employees like plant tour

Most HMO employees agreed the extensive plant tour was the highlight of the trip. Several commented they enjoyed seeing people perform similar jobs in another GE plant.

"I wish it was possible for all employees to see how similar products are made in other plants," said **Al Brown**, a warehouse leader.

Fort Wayne employees noticed the different plant layout in the Holland facility. "Having everything on one floor is an advantage they have," said **Bob Viney**, a rotor inspector.

They also commented on the Holland facility's more extensive use of automation. **Phyllis Uehlein**, a group leader, said, "Their machines are nice, but we produce quality work by hand at a higher price. I think I would get bored with their automation."

After seeing the machines and operations in Holland, Fort Wayne employees expressed their pride in their work in Building 17. "The Holland employees basically do the same thing, but I don't know if they do it any better," said **Sam Davenport**, a winder.

"If we had their machines, we would meet all of our goals all of the time," said **Becky Cornelius**, a group leader and committee member of the Stay Alive 'Til '85 all-employee program.

Floor layout closer

Tania Koshurin, a tier, said she thought the Holland plant appeared more modern, but she wouldn't trade places. Several employees said they found the Holland plant noisy and confining compared to Building 17.

Askren explained, "Their work benches appear to be larger and more isolated than ours. I think working closer brings our people closer together."

Besides seeing others do similar jobs, HMO employees found other benefits from the trip. Several said they just liked seeing another plant in production. "About all of my 22 of service have been in Building 17. This is the first opportunity I have had to get out of our plant," said **Seque Shelton**, a mechanical leader.

"We get a lot of business information in HMO — like this trip. It makes me feel more a part of the business, like I belong," said **Marjorie Hubner**, a repair operator.

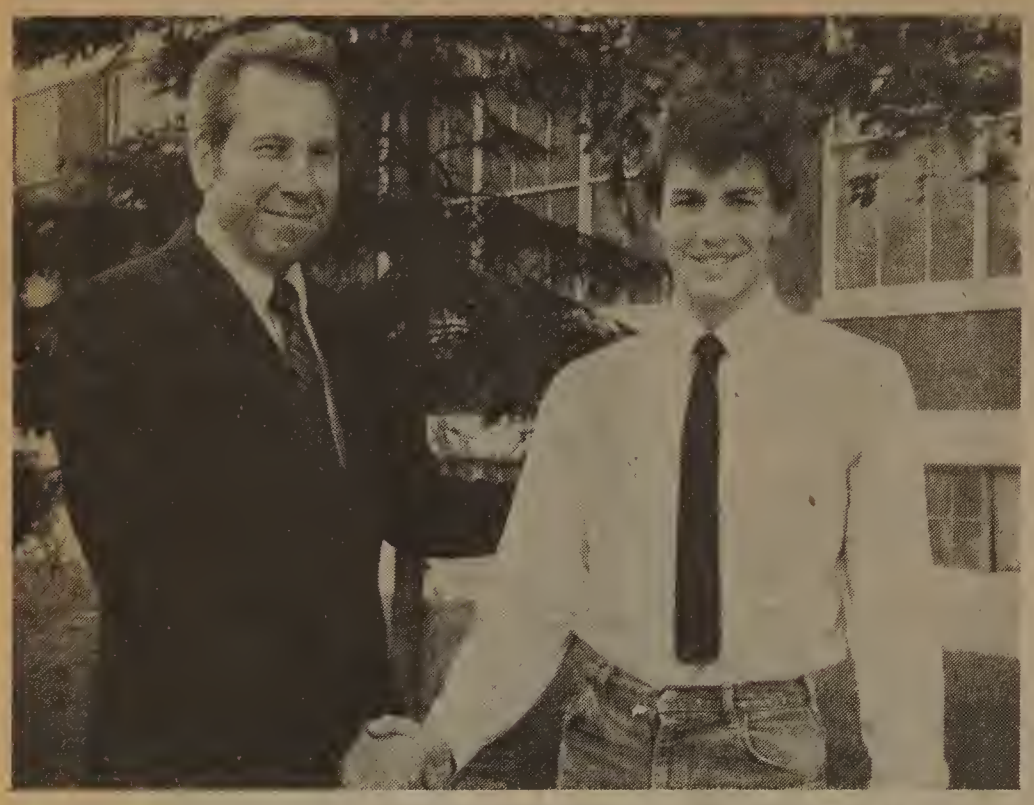


Hermetic Motor Operation employees toured the Holland appliance application lab, which showed the testing of the new Programmable™ motor in ceiling fans, washing machines and dish washers. Shown here are Ray Watkins, HMO plant manager, Phyllis Uehlein, Bob Rucker, Pat Miller, Chuck Schaap of Holland, Violet Gerardot and Bill Holder of Holland.



Pat Miller (second from left), a crimper in Building 17-3, closely compares how crimping is done in the Holland, Mich., plant. Tom Lindenmuth (center), Holland plant manager, conducted one of the plant tours and gave an overview of the Holland operation.

Fischer recognized as Fort Wayne's first 'STAR'



Henry Fischer, manager of product engineering for the Specialty Motor Department, is proud of his son David who is among 100 high school seniors to receive a STAR scholarship. This is the first year for the GE program which rewards sons and daughters of GE employees and retirees.

David T. Fischer, son of **Henry E. Fischer**, manager of product engineering for the Specialty Motor Department, is among 100 high school seniors chosen the first GE "STARS."

The Student and Teacher Achievement Recognition Program (STAR) was initiated this year by the General Electric Fouincation to provide educational awards to sons and daughters of GE employees and retirees who are high school seniors.

David will receive $1,000

Like each of the 100 winners, David will receive $1,000 to help meet expenses for his first year of college. He plans to enter the school of foreign service at Georgetown University.

A $500 contribution is also made to each winner's school to be used as suggested by a teacher selected by the winning student.

David's speech teacher at Homestead High School, Kathy deCalonne, has chosen to establish a debate award which will go to an outstanding speaker each year. The rest of the money will be used by the forensics department.

For being a STAR winner, David will receive a plaque and a specially designed sweater.

Academics, activities count

The winners were determined in competition independently administered by the Citizen's Scholarship Foundation of America, a nonprofit, tax-exempt scholarship service organization. Winners are selected according to the student's academic record and extra-curricular activities.

Applications were received from 1,470 eligible participants. The winners have parents employed at 44 GE locations.

"We were extremely pleased with the number of participants," Bill Stoddard, foundation administrator and STAR program manager, said. "The scholastic and personal achievements of the applicants were tremendously impressive."

Details on next year's program will be announced in the fall.

Around the company

Electrical Systems Project gets C-5B order

BINGHAMTON, N.Y. — Lockheed-Georgia Company has awarded Electrical Systems Projects a contract to manufacture the complete electrical systems for 50 C-5B aircraft being built for the U.S. Air Force.

Electrical Systems Projects, part of the Armament & Electrical Systems Department in Burlington, Vt., has operations in Binghamton and Erie, Pa.

The generators for the system will be manufactured in Erie, and the electrical control units will be produced and assembled in Binghamton.

The first production system will be delivered in January 1985, with manufacture of the initial 50 systems to continue through 1988. The system is an updated version of the one Electrical Systems manufactured for the C-5A aircraft. There are still 77 C-5As in service, which opens up a potential retrofit market.

GECC forms two new financing divisions

STAMFORD, Conn. — General Electric Credit Corporation has replaced the former Commercial & Industrial Division with two divisions — the Commercial Financing Division and the Transportation & Industrial Financial Division.

CFD will provide financing for corporate aircraft, trucking, telecommunications, construction equipment, mergers and acquisitions, and secured loans. T&IFD will focus on commercial airline, marine, railroad, industrial facility, and energy project financing.

S&SP investment prices listed

Here is the report on the prices for GE Stock, Mutual Fund, and Holding Period Interest Fund used under the Savings and Security Program to credit participants' accounts.

The Long Term Interest Fund price for the last day of the month is also shown, as well as year-to-date annual income rates for both the HP and LT Funds.

Month	Stock Price	Mutual Fund Price	Holding Period Fund Price	YTD Annual Income Rate (a) 1981	1982	1983	1984	Long Term Fund Price	YTD Annual Reinvestment Income Rate
Jan	$56.482	$32.991	$10.00	13.2%	16.5%	13.7%	13.0%	$10.42	11.8%
Feb	$53.206	$30.989	$10.00	13.2%	16.6%	13.7%	13.2%	$10.30	12.0%
Mar	$52.188	$30.915	$10.00	13.2%	16.5%	13.6%	13.2%	$10.14	11.7%
Apr	$53.825	$30.831	$10.00	13.1%	16.5%	13.6%	13.3%	$10.02	11.7%(b)

(a) The "announced HP Fund Rate was **13.00% for 1981, 16.25% for 1982, 13.25% for 1983,** and **12.75% for 1984.**

(b) At April 30, 1984 the net current yield of the long term investment portion of the fund was 12.00%.

New device helps birdproof jet engines

LYNN, Mass. — The ingestion of birds by aircraft engines has caused problems for airlines for many years — even some crashes.

Engineers in the Aircraft Engine Business Group have been working on a solution and have developed a bird catcher known as "an aircraft engine air intake with an inlet protection device."

Device passed 100 tests

The device, patented by GE, has passed nearly 100 tests and is certified for commercial service.



Pensioners win at bingo

The food prizes on the table show these pensioners won at Bingo. Several attendance prizes were also given.



Bingo and plenty of food entertained about 250 GE pensioners who attended the last GE Club Pensioner Potluck last week. Cecil Tarney, GE Club entertainment chairperson, called the numbers.

General Electric News

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GENERAL ELECTRIC

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FORT WAYNE, IN 46801

John Peirce, Manager
Karen Horn, Editor
John Hicks, Chief Photographer
Glorla Smith, Adlets
Tim Schlie, Artist

Graduation, weddings can change dependent medical coverage

Are your children over age 18, graduating, taking their first full-time job or getting married soon?

If so and if you have been carrying them as dependents under the GE Dependent Medical or Dependent Life Insurance plans, it's time to check their coverage.

Your dependents can obtain individual conversion policies without having to show proof of good health if they apply within 31 days after their GE coverage ends.

This does not apply, however, if you terminated coverage by canceling your payroll deduction authorization.

Coverage ends under these plans when your children no longer meet any of the following definitions of an eligible dependent:

- unmarried children to age 19, or
- children up to age 23 if they are not employed full-time and are principally dependent on you for support, or
- children over age 23 who when they reach age 23, are full-time students or are mentally or physically disabled. Coverage ceases when such qualification ends.

To apply for conversion policies, employees should contact Margie Guinn, Ext. 3262, in Building 18-1.

The cost of a Metropolitan Life Insurance or a Blue Cross hospital and surgical policy will depend on the amount and type of insurance selected by each dependent.



Connie Houser, employee services clerk, proudly checks the tassle of son Don who will graduate from Paul Harding High School. Don will continue to receive medical coverage as a dependent with his parents' insurance. He plans to attend Purdue University at Fort Wayne while living at home with his parents. His father Jerry is a plant protection officer at Taylor Street.



Dean Sebastian will no longer qualify to be covered as dependent on his mother's insurance. Son of Sharon Sebastian (right), an accounts receivable clerk at CIMD Taylor Street, he will move from home to marry Carol Sherman (left) on May 23. Dean, age 22, is covered now because he lives at home with his mother.

Adlets

FOR SALE

LEO HOME, beautiful, 4 bdrms, 2-1/2 car garage, pond, bar, orchard. 627-5128.

MOVING SALE: 4 boats, 90CC Yam, Dallas Lake, Zone F, $41, 5/19, 9-7 p.m. call for info. before Sat. 484-6469.

EMERSON 30" WHITE HOUSE ATTIC FAN, new, in carton. 484-0107.

BALDWIN CONSOLE PIANO w-beautiful pecan finish, well maintained. 456-8930.

COLEMAN 8' PATRIOT for pick-up, slps 6, over cab slpr, lots of extras, $500. 489-3121.

GARAGE SALE, 9979 Wayne Trace, May 10, 11 & 12, lots of goodies, bicycles, storm screen, etc.

FIVE ROOM HOUSE w-carpet, bsmt, lg lot, nice, no pets, $15,000 or less. 672-2094.

HOUSE, 2705 Chestnut, 3 bdrms, $13,500. 749-2898.

'73 HOMETTE, 3 bdrms, good cond., call aft. 5 p.m. 1-897-2413.

GE REFRIGERATOR, 21 cut. ft.; GE built-in oven. 432-9147.

CRYSTAL STEMWARE, courtship pattern. 749-9902.

LAKE COTTAGE, almost new, 27 miles from city, $34,500. 747-5463.

GARAGE SALE, May 18 & 19, 9-5 p.m., 5920 Hinsdale, Concord Hills, Ktchnwre, Avon, antiques, clothes, furn.

'77 CHEV IMPALA 350, auto, 4-dr., ps, pb, $1,800. 432-4490.

BIG GARAGE SALE & MORE, 3324 Beatrice, May 17, 18, 19.

'76 VW SUPER BEETLE, 4 spd, fuel inj, sunroof, $2,600. 447-6731.

STARCRAFT CAMPER, slps 8, propane stv, ice box, sink & add-a-room tent, $1,200. 747-5461.

BABY BED-CRADLE, port-a-crib, mobile, clothes, etc. 483-4540.

BURN BARRELS, $1.00. 483-1423.

ELEC. ROCK GUITAR, incl sheepskin case, $275. 447-1157.

LAKE-FRONT HOME, year-round, 2-story, West Lakes. 432-0309.

'81 MUSTANG, 2 dr, 5 spd, air, PS, PB, AM/FM, blue, 15,800 mi., $5200. 749-4823.

'72 TRAVEL TRAILER, Globestar, 31 ft, self-contained, air. 447-1188.

JOHN DEERE TRAILER, 524, 5 HP, $175. 484-1953.

'75 CHEVY TRUCK, 1/2 ton, 6 cyl, 3-sp, $1500. 625-4189.

GLASS FIREPLACE ENCLOSURE, grate & fan. 623-3184.

POOL TABLE, 6 ft, good cond, $45. 447-1320.

90 FT. SOFA/END TABLE, like new. 485-3502.

'78 SUZUKI GS 750, blk, cruise, mint cond, 6000 mi. $1250. 489-1341.

2-STORY HOME, elec range, basement, $29,900. 432-8926.

CHEST OF DRAWERS, antique, walnut, $50. 745-3533.

JUNIOR GOLF CLUBS, Hogan woods 3-5-7-9, irons & putter, $70. 486-4384.

MOWER, 3-1/2 hp, $40; Goodrich tire stl blt, new GR78-14, $30. 426-4485.

'83 HONDA ACCORD, hatchback, AM/FM tape, 5-sp, creampuff, $7,900. 672-3659.

'81 FAIRMONT, 4-cyl, 4-spd, 24,000 mi, PS, PB, air, $3,850. 747-2401 aft 6 p.m.

'75 PACER, good exc steerg, wndw hrdw needs rep. 432-2896.

WANTED

LIONEL & AMERICAN FLYER TRAINS. Any condition. 1-724-8011.

2" TRAILER HITCH BALL. 747-4066.

V-8 ENGINE for '64 Chev. pickup. Good used. 449-0383.

10-20 H.P. O.B. MOTOR. 2 seat kayak; also water sled, surf bd., ski. etc. 747-0241.

DOG CAGES any size, reasonably priced. 424-7474 weekends or 4-10 p.m.

FIREPLACE DOORS and screen. 622-7413.

GOOD USED CAR for new driver. Chevette, Escort, etc., preferred. 1-824-3466.

RETIREE INTERESTED in aviation desires recent issues of Airman's Info. 744-1463.

FOR RENT

FLA. COTTAGE. Englewood by the gulf. Rent by wk or mo. Avail. 6/10-23 and 7/22-10/6. 627-3431.

1 BDRM APT close to GE. $180 per mo. plus light. 449-0383.

12x60 11/2 BDRM. $190 per mo. stv., ref., plus dep. 449-0383.

FREE

PUPPIES. Mixed collie & German Shepherd. 6 wks. old. 484-7812.

FEMALE SILVER TABBY HOUSE CAT. Spayed & declawed. 432-2308.

SERVICE

SWEETCAKES THE MAGIC CLOWN. Live animals, comedy & more. All ages, reasons. 445-8453.

CONTINUOUS GUTTERS & SIDING. Free est. 627-2858.

SOLAR HEAT & HOT WATER SYSTEMS, window quilts. 745-0245.

CONCRETE CONST. Replace/repair. 446-5643 after 6 p.m.

Golf

Last week's low golf scores:

Colonial Oaks:
Bill Green 39
Mel Guillaume 39

Foster Park:
Eben Coff 39

Brookwood:
Earl Stauffer 40

Last week's birdies:

Colonial Oaks:
Larry Shindeldecker 2
Bill Pappert 1
Mel Guillaume 1

Foster Park:
Eben Cobb 1
Dave Reas 1
Phil Ross 1

Brookwood:
Lee Shaw 1
Jack Starwalt 1

Each week managers are asked to provide Greg Olwine, Ext. 3456, with unusual or significant golf news for this column no later than Friday noon.

In memory

Nell Allen, Bradenton, Florida, died May 8. He was a general supervisor at GPM Taylor Street prior to retirement in 1972.

Mary G. Harper, Markle, died May 8. She was an assembler in Building 12-1 prior to retiring in 1970.

Elex activities — June

June

1 - Quintus Chapter Board meeting, 9:30 a.m., Hall's Guesthouse, 1313 W. Washington Center Rd.

4 - Partizan Chapter Board meeting, 11:30 a.m., MCL Cafeteria, Southtown Mall.

4 - Elex Club Executive Board banquet and installation of the 1984-1985 Club officers, Lester's Party Room, 6 p.m. social gathering and 6:30 banquet.

6 - Elex Club second shift Executive Board luncheon, 11:30 a.m., Lambro's Restaurant, 303 E. Tillman Rd.

7 - Pen-El Chapter Board meeting, 11:30 a.m., Hobby Ranch House, 3204 N. Anthony Blvd.

11 - Elex Club Executive Committee potluck and meeting, 1142 Elm St., New Haven, 5 p.m.

13 - Pen-El Chapter potluck dinner and meeting, 11:30 a.m., Franke Park, Pond Pavilion.

15 - Quintus Chapter meeting, 1 p.m., Shawnee Library, 5600 Noll Ave.

19 - Partizan Chapter potluck and meeting, 12 noon, Lakeside Park, Lake and California Ave.

20 - El-Par Chapter luncheon and meeting, 12 noon, Hobby Ranch House, 3204 N. Anthony Blvd.

25 - Honor-Ettes Chapter meeting, 1 p.m., Salem United Church of Christ, 2401 Lake Ave.

***ADLETS**
GE NEWS BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:
☐ For Sale* ☐ Ride Wanted
☐ Wanted ☐ Rider's Wanted
☐ For Rent* ☐ Lost
☐ Free ☐ Found ☐ Service

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Ads must be received only on this form **by noon Friday** for publication Thursday. You may submit only one adlet per issue of the **GE News. No more than 40 letters per Adlet, please.** Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture

_____
Signature

Rearranging at CIMD Taylor Street nearly completed

To make room for their new neighbors, a number of Commercial and Industrial Motor Department (CIMD) employees at Taylor Street have been affected by several changes and facility rearrangements.

"Everything that was necessary to make room for the Aircraft Engine Electronic Controls Department (ECD) will be done by May 25," said **Jim Brenock**, manager of plant engineering.

Several CIMD offices were relocated, and some were expanded.

Charged with the responsibility of rearranging the office layout for CIMD Section 14 manufacturing, were **Andie Panico**, methods and time standards specialist, and **Melody Bruick**, supervisor of materials and inventory control.

"We had to find new office space because former Section 15 space, where ECD is located now, is no longer available to us," said Andie. The materials, quality control, cost accounting, and planning and time standards offices were consolidated into one office area.

A new computer room, built to accommodate new computer hardware for planned systems improvements, is under construction in the manufacturing office area. Construction is expected to be completed in July.

The new room will house new pieces of equipment for computerized motor testing, surge test and a sophisticated rotor-cell project, in addition to the existing computer equipment.

Although it has been necessary at times to inconvenience some CIMD employees, Andie said, "Everyone has been real great. There was some mixup with the phones, for example, but everyone has been really cooperative."

A special entry to the manufacturing offices has also been constructed to allow CIMD customers and manufacturing office employees to enter the plant directly.

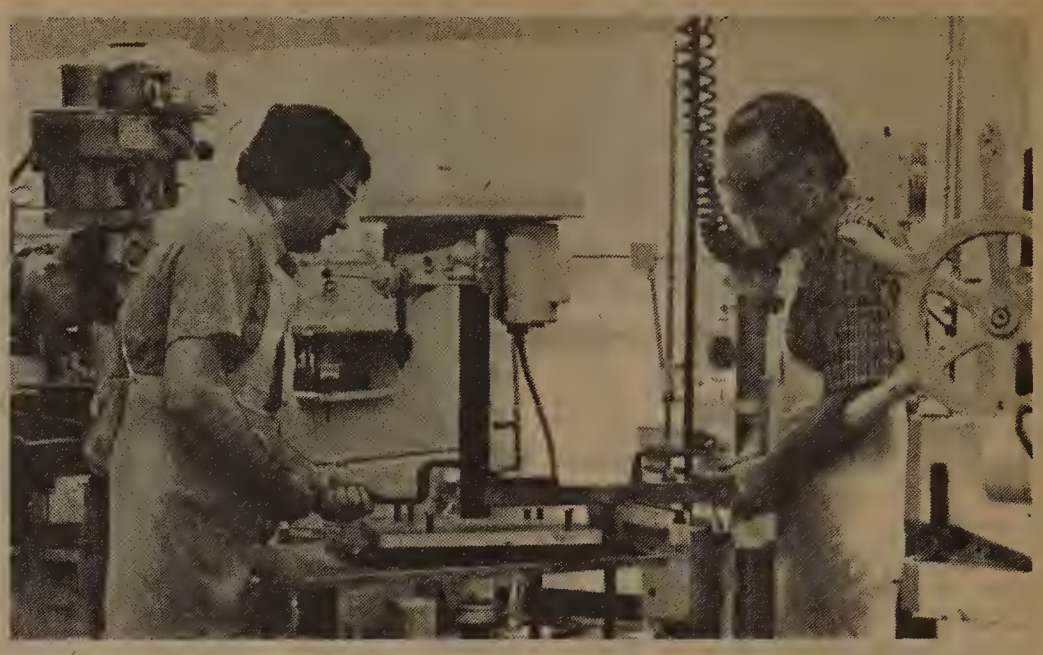
Other Taylor Street office and service areas also have been relocated.

- The stockroom, payroll office, employment office, dispensary and customer service areas were rearranged, and some were moved closer to CIMD production in Section 14.
- The cafeteria was partially renovated, with a change in food service to provide a more contemporary, popular menu.
- The National Service Center for the Components Sales Department (CSD) was moved to Building 18-4, just down the stairs from CSD headquarters.

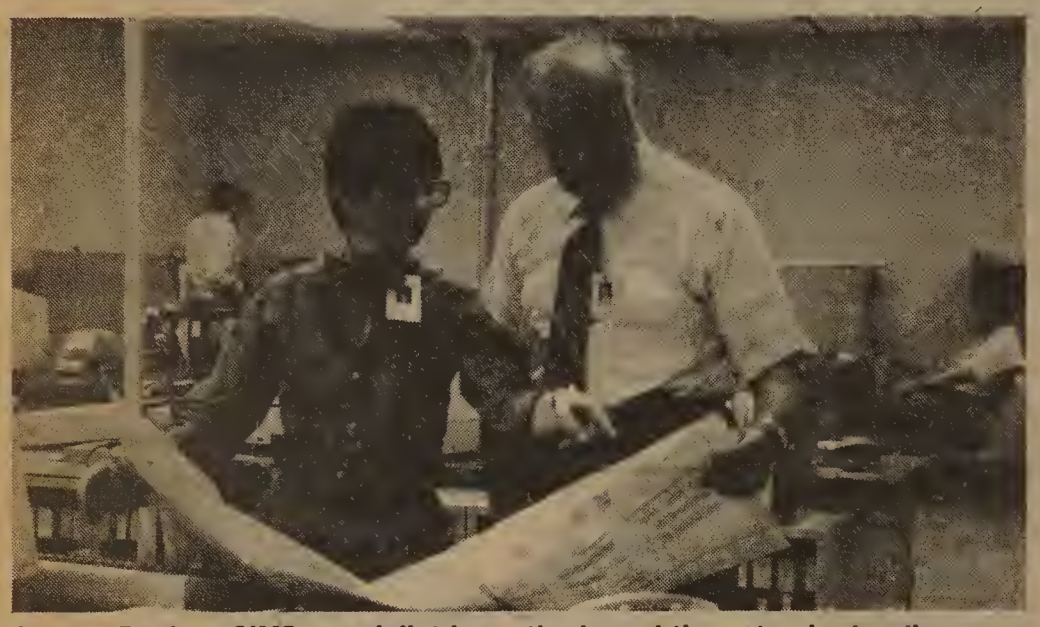
In addition to CIMD customers, employees in the engineering lab will benefit from the changing and rearranging. To improve customer service, sample work and other test and development work by upgrading the lab, a new addition was constructed on the east side of the building. Construction work on the new facility is finished, and the move will be completed by May 25.

Plans also call for a three-story office building addition to be constructed on the west end of the existing Taylor Street facility. Still in the design phase, the proposed structure would house CIMD headquarters employees.

This addition was made necessary by the merger of the former Small AC Motor Department in Hendersonville, Tenn., and the former General Purpose Motor Department. A number of CIMD employees will be relocating to Fort Wayne over the next several months.



Lowell Deem (left) and Tom Johnson, CIMD model makers, spent several hours arranging their tools in the new engineering lab which was added on to the east side of the Taylor Street facility.



Andrea Panico, CIMD specialist in methods and time standards, discusses with Don Miller final plans for the rearrangement of the layout for Section 14 Manufacturing offices.

Personal Share Statements reveal ESOP value increase

Employees who compare their Employee Stock Ownership Plan (ESOP) values to last year's Personal Share Statement will notice a significant increase over 1982.

This is because of a combination of factors: additional credits during 1983, dividend income and the increase in value of GE Stock.

However, employees will also note a discrepancy in comparing "Total Shares" on their 1982 statement with shares "credited previously" on their new 1983 statement. This is the result of two factors:

- The stock split in 1983. Since an additional share was issued for each share owned at the time of the split, the number of shares doubled.
- An Internal Revenue Service change in the way used to calculate the stock price for valuing ESOP shares for the 1981 plan year. This required adjustments to employee accounts in late 1983. For this reason the shares "credited previously" on the 1983 statements is not exactly double the "total credits" on 1982 statements.

Employees are entitled to their entire ESOP shares when they break service with the company for any reason, including retirement.

The next crediting of ESOP accounts will take place in October. Eligible employees will receive $5 worth of stock for every $1,000 of earning in 1983. The same formula will be used in 1985 based on 1984 earnings.

The formula, however, will be improved in the following year, such that $7.50 of GE stock will be credited to employee accounts for each $1,000 of earnings. Credits based on the improved formula will be made in 1986, 1987 and 1988.

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Hourly, nonexempt pay rates to be increased June 25

Hourly and nonexempt-salaried pay rates for Fort Wayne GE employees will go up again on Monday, June 25, as a result of a combined general and cost-of-living pay increase negotiated by the company and the union in 1982.

The general increase will be 3% of current rates, and the cost-of-living adjustment (COLA) will add 5 cents to hourly rates and $2 to weekly nonexempt-salaried rates.

The exact amount of the COLA was determined Tuesday by announcement of April's consumer price index for urban wage earners and clerical workers (CPI-W). The index has increased 0.9% since October.

Under the formula for determining the amount of the COLA, each full 0.175% rise in the CPI-W during the measurement period results in a 1-cent-an-hour pay increase.

Pay gain since June '82

This will be the fifth increase in hourly and nonexempt-salaried pay rates since June 1982 with the aggregate increase averaging approximately $1.25 per hour. The increases have added over $8 million in pay and benefits to the cost of doing business in Fort Wayne and emphasize the continued need for productivity improvements in all areas of the business.

Take-home pay for many employees was also boosted this year with the introduction of the Savings & Security Program's Deferred Pay Account (DPA). Those employees who have a DPA are now having less income tax withheld from their paychecks.

Employee benefits (the other part of a GE employee's compensation package) will also be favorably affected by this June's pay increase. That's because the amounts of benefits paid under several plans are directly linked to earnings. As pay goes up, so do the benefits.

General Electric News

MAY 24, 1984 — FORT WAYNE, INDIANA — VOLUME 66, NO. 21

JUN 5 1984

Employees plan Food Bank Drive Friday, June 8

Story on Page 4

Momot: CIMD merger an investment in the future

At the Commercial and Industrial Motor Department's annual business review for salaried employees, **Dave Momot**, general manager, reviewed CIMD's current challenges and opportunities. He reflected on the department's status as a business in an industry faced with slow growth, over capacity and competitive pricing.

With CIMD's challenging business situation, a key thrust is to reduce costs to remain competitive. As an indicator of success in that area, Momot reported that first quarter 1984 results showed an 11% sales increase. He said gains in CIMD's fractional horsepower business more than offset the continued slow recovery in the integral horsepower side of the business.

Golf cart motor business is strong

Also on the bright side, Momot said, "The traction motor business including golf cart motors is showing solid strength. Another project, a new 30 frame, 2 pole motor product, is bringing in substantial business where we had limited sales in the past."

Even with market improvements, Momot said CIMD's business is operating in markets that will not match previous recovery patterns. He explained that in prior recoveries, markets would spring back because customers would rebuild their inventories. The pressure on customers now, however, is to restrain their inventory levels. This dampens an otherwise encouraging recovery.

Momot explained, "We continued to operate in our plants in 1983 at less than capacity which is why we announced the difficult decisions last November to transfer products and improve operating results by eliminating excess capacity. These announcements included:

- the closing of the San Jose plant and transfer of those products to Owensboro and Hendersonville;
- the transfer of the 180 frame and small AC product lines; and
- the consolidation and rearrangement of the DC line.

Reflecting on the overall commercial and industrial motor market, Momot said several competitors were reporting in the public media significant operating losses.

Momot went on to discuss the Jan. 12 merger of the Small AC Motor Department and the General Purpose Motor Department. He explained to employees the four main objectives being realized:

- to take advantage of the best both businesses have to offer in technology, equipment, processes and people;
- to make GE even easier to do business with;
- to realize the best available in terms of synergy from the two organizations. For example, one business may have a more competitive order/ship/bill system. CIMD will use the best system to benefit CIMD plants and the customer.
- to take advantage of all of the above for better quality service for CIMD customers.

Momot said he was sensitive to employee concerns. He recognized the merger has affected CIMD employees due to a number of job combinations and physical relocations.

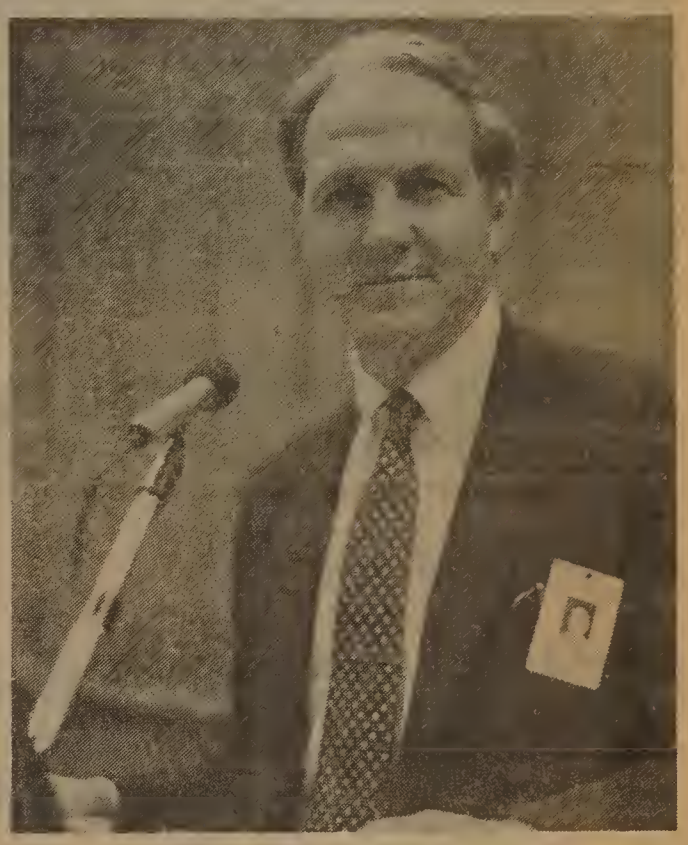
He also said he felt the key to CIMD's future health was the department's plan to improve its operating results and base cost structure.

"The merger of the departments represented to me an investment in the future by the General Electric Company. We are, in fact, creating a new business," stated Momot.

He also cited that CIMD is continuing to invest in the business through such projects as a rotor cell project, automative equipment in many of CIMD's plants, and selected product redesign work.

Juarez plant makes gains

To questions from employees regarding the CIMD operation in Juarez, Mexico, Momot said the Juarez plant is making substantial progress. Areas which impressed him include the materials system, customer service and improved product quality.



Dave Momot, general manager of the Commercial and Industrial Motor Department, gave the annual business review to CIMD salaried employees

"The Juarez operation helps us overall. If the products we make there were made elsewhere in the department at the price levels we are experiencing, we would be unable to participate in those markets," he explained.

Momot summarized the review by thanking CIMD employees for their efforts in the past year and challenged them to help resolve the tough issues they face in the months to come.

"I'm excited about the challenge and the commitment we have made to our new business. There will be tough decisions to assure the future successes of our enterprise, but I know we are more than equal to the tasks we have before us," Momot said.

Memorial Day holiday begins summer vacation season

Next Monday's paid holiday in observance of Memorial Day also marks the beginning of the summer vacation season.

With the three paid holidays and the vacation Shutdown, employees will have the chance to enjoy as many as 18 days off with pay during the warm weather. Summer vacation schedules call for a three-week Shutdown from July 23 through Aug. 12 (fiscal weeks 30, 31 and 32) for employees in the Commercial & Industrial Motor Department and the Hermetic Motor Operation.

Because their business needs are different, Specialty Transformer and the Wire Mill have scheduled two-week vacation Shutdowns from July 23 through Aug. 5 (fiscal weeks 30-31).

In addition, many employees will take extra vacation time during the summer months. Most Fort Wayne GE employees have at least four weeks of paid vacation.

Employees will have a middle-of-the-week holiday on Wednesday, July 4, and another three-day holiday weekend, including Monday, Sept. 3, for Labor Day.

Fort Wayne GE employees will receive a total of about $469,000 in pay and associated benefits for the Memorial Day holiday, according to Guy Smith, supervisor of payroll reports and statistics.

Hobby becomes full-time effort

Boner takes early retirement to get T-bird project on the road

"Many people invest in stocks and bonds. I invest in T-birds. I figure that if the bottom would fall out of the economy tomorrow, I could lose everything with stocks and bonds. If the value of my T-birds goes down, I still have my cars."

That's how pensioner **Leonard Boner** explains his love affair with the T-bird. He owns eight of them, including two '55s, one '56 and one '57, two '60s and two '66s. He also has eight other cars.

If you ask Leonard how many cars he owns, he has to figure. If you reach the total 16 faster than he, he is likely to say, "Is that how many?"

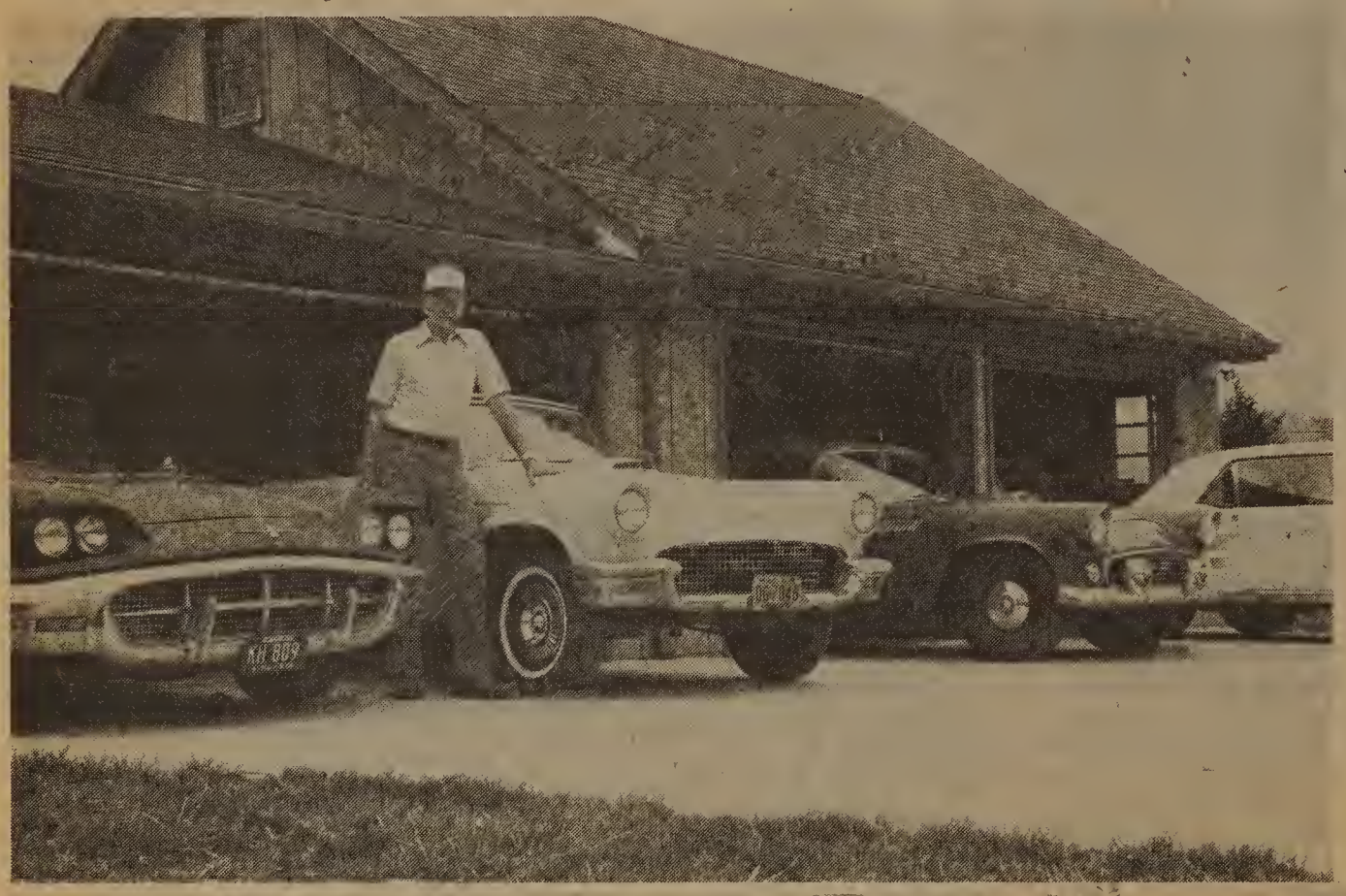
Leonard first drove a Thunderbird in 1956. "A friend of mine bought a new one, and he let me drive it. It inspired me, but it was too small for my family of five," he said.

But in 1963 Leonard bought his first T-bird — a used 1960 model. "Having that car made me fall in love with the T-bird," he explained.

About five years ago, he decided to buy one of the original 55s. Having restored about 40 cars in his lifetime, he planned to restore the T-bird to drive when he was retired. "It took me about a year to find one. Then two months later, I found another one," said Leonard.

And what makes T-birds so special?

"The individual style of the cars until Ford started mass producing them made them special," explained Leonard.



At age 61, Leonard Boner opted for early retirement so he could pursue his retirement project of restoring Thunderbirds. Leonard already has the parts to restore four of his cars. He predicted it will take him about a year to finish each car.

Restoring T-birds is retirement project

During his last three years at GE, while Leonard was thinking about retiring from his shaft grinding job at Taylor Street, he bought all of the other T-birds. He decided restoring Thunderbirds would be a good retirement project for him.

At age 61, Leonard retired May 1 after 43 years of service. He said he felt he could afford to retire with the "good benefits" offered under the early retirement provisions of the Pension Plan.

"I also felt I had to retire to get these projects on the road. If you put something off too long, you lose interest in it. I decided that if I didn't make restoring the T-birds a full-time project, I would not get it accomplished."

Leonard has all the parts to restore four of the older cars. Then he plans to sell two and keep two for himself.

Leonard has full set of license plates

Although his garage wall displays a complete set of Indiana license plates dating back to the first full-size license plates in 1913, none of his T-birds are licensed for use on Indiana roads.

He and his wife drive recent model cars, but they're not Thunderbirds and they're not new.

"I bought a new car in 1977, but I didn't drive it. I always saved the new car, and I drove the 'junkers.' It seemed silly. That new car sat in the garage and depreciated every day.

"But the value of my T-birds grew."

Employees conduct computer program for Scouts

Helping high school students better understand careers in computers was the purpose of an Explorer Scout program coordinated by GE employees.

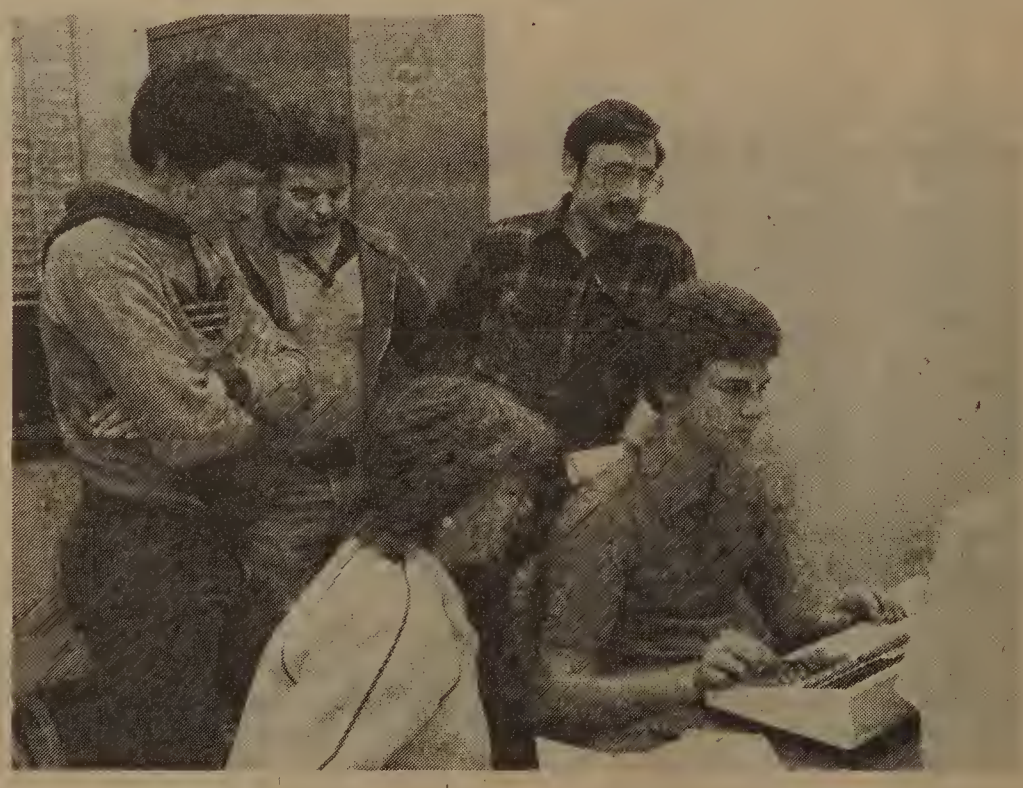
About 20 students from Carroll, Heritage, Homestead and Wayne high schools joined the program to see if they were interested in careers in computers and data processing. They've been attending every other Monday night sessions at GE since last December, explained **Ed Stratton**, professional relations specialist for the Commercial and Industrial Motor Department at Taylor Street. He served as coordinator for the program.

GE employees were advisers

CIMD and the Component Products Group Finance Operation provided the facilities and personnel who designed the program and served as advisers.

"It's been a fun experience," said **Bill Borgmann**, a specialist in financial systems for CIMD. "They were very much interested in what they're doing. I think most of them will give careers in computers a serious look."

Other advisers from CIMD were **Bob Pence**, a specialist in advanced materials, and **Fred Warner**, manager of marketing administration. Advisors from the Group Systems Operation were **John Grimes, Sue Haslup** and **Herb Meyer**.



These four high school students completed a GE sponsored computer program for the Explorer Scouts. About 20 students attended the 12 sessions at Taylor Street. Seated (from left) are Janet Borda and Dave Visnosky. Standing are Mark Biesiada, Tony Harding and Kent Clark of the systems operation. The CPG Computer Operation also helped with the project.

Reaction from the students was positive. This was the first computer experience for Mark Biesiada, a 10th grader at Heritage High School. He said, "I looked forward to coming because it was more relaxed than at school."

Students see computers in business

Students who had prior experience with computers said the class gave them more of an insight into how computers are used in business. David Visnosky, a 10th grader at Homestead High School, said the computer training also gave him more exposure to job opportunities.

Elizabeth Gibson, a 10th grader at Wayne High School and daughter of Plant Protection Officer **Ron Gibson**, said the program gave her a lot of computer experience. It helped her decide, "I want to do computer programming as a career."

'I think most of them will give careers in computers a serious look.'



Effective Presenters honored

Mark Muller (left), manager of customer receivables and billing for SMD, was the Best Speaker in the Effective Presentation class competition recently. Martha Smith, data processing equipment operator for the computer operation in Building 4-6, was recognized as the Most Improved Speaker. Mark Beischel, who has a new assignment at Component Products Group headquarters in Carmel as a financial analysis specialist, was honored for having the Best Written Paper. The course is offered through the Manufacturing Studies Program.

Campbell named manager of finance

Andrew A. Campbell has been appointed manager of finance for the Component Products Group. His appointment was announced by **Van Williams**, senior vice president and group executive of CPG, and it is effective June 1. He replaced **John Fink** who retired May 1.

Campbell moves to his new position from General Electric Environmental Services, Inc., in Lebanon, Pa., where he has been vice president of finance since 1981.

He joined GE in 1969 on the Manufacturing Management Program and had assignments in Patterson, N.J.; Ontario, Calif.; and Eria, Pa. Upon graduation from the program, Campbell joined the Traveling Audit Staff. In his final assignment on the audit staff, he was an audit administrator.

He moved from the audit staff to Erie where he held positions as manager of finance for Locomotive Operations and manager of financial planning and auditing for Transportation Systems Business Division.

Campbell graduated in 1967 from the University College of Dublin, Ireland, with a mechanical engineering degree.

Apprentice Alumni to meet June 19

The GE Apprentice Alumni Association will have its annual Alumni Day picnic Tuesday, June 19, at the F.O.P. Hall, 2104 Lathrop Dr. It will begin at 5:30 p.m.

All graduates of the Apprentice School are invited to renew old friendships and acquaintances. Reservations can be made by calling **Douglas Schaefer**, 440-0334 evenings. **Art Rasor** and **Lee Schnepp** are chairing the event.

S&SP Prospectuses distributed to employees

Copies of the Savings & Security Program Prospectus recently were distributed to employees. It contains information about the tax treatment of investments and a section on the new Deferred Pay Account. The Prospectus should be read and retained for reference.

Adlets

FOR SALE

BIG FAMILY GARAGE SALE, May 24-26, 13723 Tillman Rd, clarinet, chair seats, crafts, games, clothes.

'61 STUDEBAKER SILVER HAWK, V-8; '74 Torino, V-8; exercise bike, best offers on all items. 486-2172.

'78 KAWASAKI 400, fairing, trunk, radio, helmet. 432-5863.

HOTPOINT STOVE, self-clng; waterbed; dog kennel; pantry; cabinet. 447-7144.

THREE BEDROOM RANCH, NE, 2 baths, 2 car gar, very nice, $48,500. 493-1391.

21'' MOWER, self-prop, gas, Montgomery Ward. 422-4427.

EMERSON 20'' WHOLE-HOUSE ATTIC FAN, new, in carton. 484-0107.

GE DELUXE ROTISSERIE OVEN; UniRoyal stl bltd tire, GR78x15. 426-8672.

'81 MUSTANG, 2 dr, 5 spd, air, ps, pb, AM-FM, blue, 15,900 miles, $5,200. 749-4823.

GARAGE SALE, 1914 Melbourne Ct. (Times Corner), May 25-26, 9-5 p.m.

KENMORE RANGE, hrvst gold, cont. clng oven, 6 yrs. old, reasonable. 485-7465.

WEDDING GOWN & VEIL, fits sz. 9-11, orig. $530, sell for $95. 447-7025.

HOUSE, nice, clean, starter or retiree, 2 story, incls, range curtains. 432-8926.

OIL TANK, 225 gal., $20. 744-5616.

'77 PLYMOUTH wagon, auto, air; roof rack. $1,950. 432-7877.

OLD REEL MOWERS; building materials. 489-9453.

23' TRAVEL TRAILER, self-contained, $4,800, lovely, 747-5463.

25'' TV; RCA stereo; ping-pong table; 2 HP outboard mtr; 20" bike. 432-7747.

16'x32' COLECO ABOVE-GROUND POOL, alum., all access. 1-419-749-2760.

HOUSE, 2705 Chestnut, 2 large bdrms, good cond., $13,500. 749-2898.

ROCKING CHAIR, like new, $100 or best offer. 489-4860.

STRAWBERRIES, you pick, 2 clean acres, 10699N-200W Huntington Cty. 1-344-1136.

'73 MOBILE HOME w-large add-on, ex. cond., aft. 5 p.m. 489-4378.

UMBRELLA TABLE w-4 chairs, grey-green, reasonable. 483-7037.

RAGGEDY ANN & ANDY DOLLS, 34" tall, $25 each. 747-5314.

ACE HARDWARE 21'' SELF-PROPELLED LAWN MOWER. 422-5485.

HIGHLAND CEMETERY LOTS, 2, $650, aft. 4 p.m. 485-8936.

'77 KAWASAKI KZ650, less than 6,000, ex. shape, some access. 357-5567.

LEO HOME, 4 bdrms, 2-1/2 car garage, barn, pond, orchard, beautiful. 627-5128.

'74 MAZDA, new tires, battery, brakes, weak engine, $550, eves. 1-691-3492.

'81 YAMAHA MAXIM 650, blk, shaft drive, ex. cond., must see, $1,800 or offer. 456-1795.

CAMP EQUIPMENT - trailer, tent, accessories. 486-1870.

3 BICYCLES. 3 sp. mens, 3 sp. womens, Schwinn exercise. 432-7250.

WANTED

CHILD'S SWING-SET, will pick up, reasonable, but serviceable. 745-9546.

LIONEL & AMERICAN FLYER TRAINS, any cond. 1-724-8011.

FOR RENT

SUMMER COTTAGE ON LAKE JAMES, slps 6, before noon. 632-5584.

FLORIDA COTTAGE, Englewood by the Gulf, golf, avail June 10-23. 627-3431.

SW APARTMENT, 5 rms, carpet, appl., laundry fac. bsmt, garage, prefer adults, $165. 747-0241.

STORAGE SPACE IN BARN, SW. 672-2737.

SERVICE

CONTINUOUS GUTTERS & ALUMINUM SIDING, free est. 627-2858.

CONCRETE CONSTRUCTION, repair-replace, aft. 6 p.m. 446-5643.

FREE

MOLDED BOX GUTTER, 20'. 485-8429.

In memory

Mary M. Wahle, 316 W. Foster Parkway, died May 11. She was an inspector in Building 6-4 prior to retiring in 1968.

J. Richard Cullen, 421 W. Fleming, died April 26. He was a supervisor of Materials at GPM Taylor Street prior to retiring in 1974.

Golf

Last week's results

Low Scores:

Brookwood - Bob Farnbauch 41.

Colonial Oaks - Denny Erxleben 43; Mike Fuller 43.

Foster Park - Eben Cobb 39; Lyle Johns 40.

Birdies

Colonial Oaks - Dick Mills.

Foster Park - Denny Erxleben, Carl Lommatzsch, Eben Cobb, Mel Guillaume.

Brookwood - Stan Reidenbach, Dick Hensler (2), Ralph Hill, Greg Olwine, Jerry Pieper, Bill Elsea.

Softball

League standings

	Won	Lost
Brothers Screen Prints (tie)	3	0
Thirsty Horde (tie)	3	0
Decatur	2	2
Hager's Hogs (tie)	0	2
Foul Balls (tie)	0	2

Last week's results

Decatur 10, Foul Balls 5; Thirsty Horde 9, Foul Balls 8; Brothers Screen Prints 8, Hager's Hogs 6; Decatur 10, Hager's Hogs 0.

First week's results

Thirsty Horde 9, Decatur 5; Thirsty Horde 13, Hager's Hogs 2; Brothers Screen Prints 14, Foul Balls 1; Brothers Screen Prints 18, Decatur 8.



***ADLETS**
GE NEWS BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

☐ For Sale • ☐ Ride Wanted
☐ Wanted ☐ Riders Wanted
☐ For Rent • ☐ Lost
☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form **by noon Friday** for publication Thursday. You may submit only one adlet per issue of the **GE News. No more than 40 letters per Adlet, please.** Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture

_____
Signature

Employees plan Food Bank Drive Friday, June 8

The number of families in the Fort Wayne area who need emergency food assistance has grown from last year. About five families contact the Associated Churches for an emergency supply of food each day. That food comes from people like GE employees who contribute to the Food Bank Drive.

The second annual GE Food Drive on Friday, June 9 will give GE employees the chance to help those less fortunate.

On that day, employees can donate food and cash to the needy. Employee volunteers will be at the entrances to all plant gates beginning at 6 a.m.

'GE employees really set the model last year . . .'

"GE employees really set the model last year by starting a major trend with their all-employee drive," said Rev. Melvin Phillips. He is director of Associated Churches which sponsors the community Food Bank program.

Phillips said because of the example set by GE employees last year, he is working with employees in other Fort Wayne industries to organize similar food drives. "I was extremely pleased with the way GE employees responded to the need last year and set the pace in the community."

The Food Bank Program needs more help this year. Phillips said the need has grown partially because unemployment benefits have run out for many people who were laid off last year.

"In April we had 3,114 clients, representing about 960 families," said Phillips. "We had been running about 1,100 clients each month for a while. This increase suggests many people are struggling to survive."

One out of every three requests comes from a family who has come to the Food Bank for the first time.

Employees are being asked to bring nonperishable items of food to work for the one-day collection June 8. Employee volunteers will collect the food and money and take it to the Food Bank warehouse.



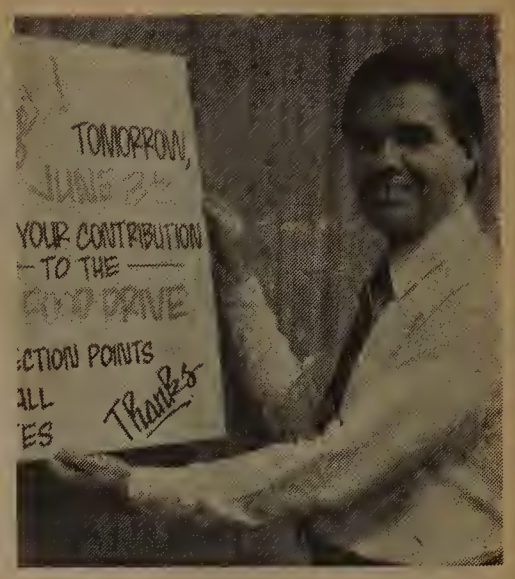
The Food Bank warehouse supply is low and needs contributions from GE employees. Mike Bultemeier, grievance representative for IUE Local 901, encourages employees to contribute to the second annual Food Bank Drive.

Food needed all year

"Everyone is concerned with helping the needy during holiday times. But people are just as much in need in the summer months," said **Ray Tkach**, manager of original equipment manufacturers and user markets for Specialty Transformer.

Tkach is also Public Affairs Chair for the Fort Wayne Chapter of the Elfun Society which is organizing the food drive with leaders of IUE Local 901 and IAM Lodge 70.

The Food Bank program has 24 locations throughout Allen County.



Ray Tkach, Specialty Transformer Marketing, said donations from all employees are needed to make the Food Bank Drive a success.

The program works closely with other agencies, township trustees and government assistance programs to minimize duplications of assistance.

"We are just an emergency system. We give our clients — the unemployed and the poor — food for three to five days. Families may come back, but there must be a two month lapse in between," explained Phillips.

Last year the Food Bank program aided about 30,000 people in Allen County. GE employees raised $3,309.68 in cash and contributed 4,807 pounds of food in last year's one-day drive.

First ECD employees enthusiastic about training

"Great!" That was how the new Aircraft Engine Electronic Controls Department (ECD) employees described their recent orientation to the business.

"We will be setting an example for future employees, and we hope it will be a good example," said **Ernestine Purifoy**, one of 10 new assembly-solderers.

Last week the first 10 ECD production employees began training in skills for working with others. ECD regards this as an important skill because their assembly-solderer work will be done in work clusters.

Employee response to the training was enthusiastic. "The training has given us more confidence in ourselves to do a good job," said **Marcey Tucker**.

"ECD is going to offer challenging work. The decision-making will be a team work between the employees and management," said **Judy Tracy**.

"It is very different here. They want our opinions," said **Rosa Smith**.

After the initial orientation, the bulk of the training for the next several weeks will focus on assembling and soldering skills.

Actual production at the new facility at Taylor Street for these employees will begin in June. The same process will be used for hiring the second group of assembler-solderers. Their training class will begin in August.

Seven of ECD's newly-hired hourly employees were recalled from lack of work, and three were employees who were "on the move" because they had received layoff notices.

"Employee relations representatives will be notifying those people who went through the application process but who were not placed in the initial ECD start-up program," said Lois Neloms, manager of employment.



Training began last week for the first Aircraft Engine Electronic Controls Department employees. Because these first assembly-solderer employees will work in clusters, part of their orientation involved skills for working with others. The new ECD employees are (seated from left) Marcella Rucker, Judith Tracey, Ernistine Purifoy, Mary Lallow, Regina Shellenbarger, Rosa Smith, Mary Kelsaw and Diane Friemuth. (Not pictured are Imogene Maldenex and Beverly Livingston.) Roger Clarke (standing at left), ECD employee relations manager, and George Leddick, a consultant, led the presentations.

NON-CIRCULATING

Preferred food items listed for Food Drive June 8



Bob Dunlap, a repair press operator at Taylor Street, plans to bring nonperishable food items to the Food Bank Drive. Bob said he contributes to the GE employee drive and the one at his church because "it helps the needy."

Employee donations of food and money will be collected Friday, June 8, at each of the plant entrances as part of the second annual GE Food Drive.

Contributions will be used to support the Associated Churches' Food Bank Program in Fort Wayne. Last year, the program aided about 30,000 people from its 24 locations.

The number of Fort Wayne area families who need emergency food assistance has grown from last year, according to Rev. Melvin Phillips, director of Associated Churches.

He said GE employees set a model in 1983 with the community's first all-employee drive. GE employees contributed 4,807 pounds of food and raised $3,309.68 for the program.

"We need all employees to bring nonperishable items of food to work on Friday," said **Ray Tkach**, STD marketing. Tkach and leaders of IUE Local 901 and IAM Lodge 70 organized the drive.

Following are examples of items needed. Nothing damaged, out of date or apt to spoil can be used. Home-canned items cannot be accepted.

Items needed

MEATS: beef stew, man-handler soups, spaghetti & meat balls, tuna, ravioli, peanut butter.

SOUPS: all kinds.

GRAINS: rice, macaroni, breakfast cereals, dried peas and beans, spaghetti, baking mixes, crackers.

VEGETABLES: peas, green beans, instant potatoes, corn, beets, black-eyed peas, tomatoes, pork & beans, greens.

FRUITS: peaches, fruit cocktail, pears, plums, grapefruit, fruit juice.

PAPER: toilet tissue, towels, facial tissue.

MILK: dried milk, packaged cheese, evaporated milk.

COOKING: cooking oil, shortening.

General Electric News

May 31, 1984 — FORT WAYNE, INDIANA — Volume 66, No. 22

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Electronics evolution affects employees

Story on Page 4.

Good attendance helps make businesses competitive

Fort Wayne GE businesses are looking for ways to be more competitive in today's tough markets. Employees often ask what they can do. One important contribution is good attendance, according to **Bill McShain**, manager of union relations. The following three employees tell why being on the job every work day is important to them and their businesses:

"I was hired 19 years ago to come to GE every day if I was able, and fortunately I've always been able," said **Joan Manes**, a group leader in Building 26-5. In fact, she doesn't remember the last day she missed work. "I remember I missed a couple hours about two years ago to go to the dentist," she explained.

Lucky to have only minor illnesses

"If I was really sick, I would not come to work, but I've been lucky," she explained. Her only illnesses have been "minor enough I could come to work."

Joan said her good attendance record is typical of many other employees in her work area. She said, "Most get to work if they're able."

Another reason why Joan comes to her job at the Specialty Transformer Operation each day is the extra work facing her when she returns. "If you miss work where I work, it's worse the next day. You just have that much more to do the next day, and you're behind," she explained.

Supervisor tries to set example

As a supervisor in Building 4-3, **George Mitchell** said he tries to set an example for the employees in his area. In his 19 years of service, he said he has missed only about 20 days. He has had perfect attendance for the past four years.

He explained his perfect attendance record like this: "I enjoy working here. It's an everyday thing. I came from the old school. I expect myself to be at work everyday.

"Other people can stand in for you when you're gone, but they really can't do your job very well," George added.

Employees who work for the Specialty Motor Department and the Commercial & Industrial Motor Department at Broadway should be glad **Juanita Scheimann** takes an interest in performing her job every day. Her job in Building 18-1 is to process and distribute the payroll for SMD and CIMD Broadway employees. She also works on payroll for the Decatur, Linton and San Jose, Calif., plants.

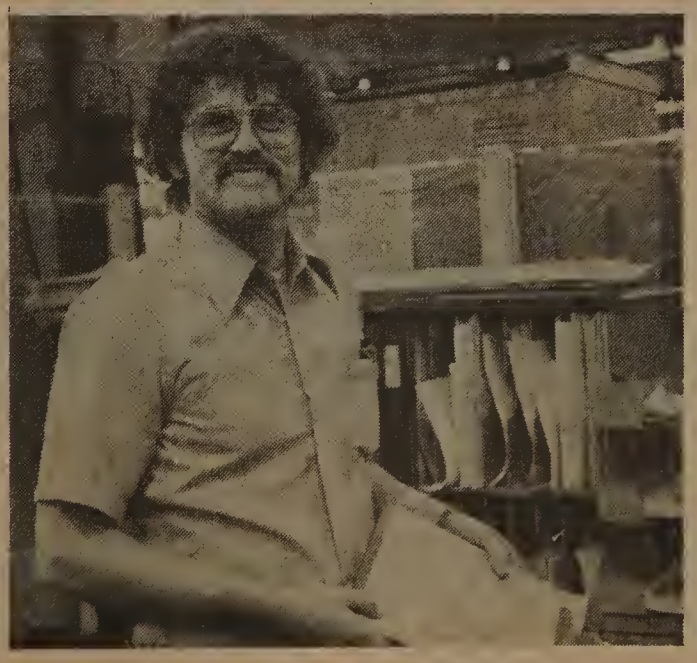
"If you're gone, someone else has to cover for you. That means you're putting the load on someone else," said Juanita. She has had perfect attendance for at least five years. "My job necessitates my being here every day. We've got to get the payroll out," she added.

A way to help promote job security

"Absenteeism — even if unpaid — represents a cost of doing business across all employee classifications," said McShain. "Competition is cutthroat. We must find more ways to deliver competitively priced quality motors and transformers on time. Regular attendance is a way that each of us can contribute to the success of the business and help promote job security."



Joan Manes, Building 26-5



George Mitchell, Building 4-3



Juanita Scheimann, Building 18-1

Ceiling fans use Programmable™ Motor

Employee store sells Fort Wayne GE designed product

A GE product developed by Fort Wayne GE employees is now available in the Employee Store.

Ceiling fans which use the new Programmable™ Motor recently introduced by the Specialty Motor Department can be purchased by employees for about $100 less than the suggested price.

Motor designed in Fort Wayne

Two development engineers, Dave **Erdman** and **Harold Harms** of the Electronic Technology Operation in Building 19-5, are responsible for the motor design and the basic concept for the electronics used in the motor for this new ceiling fan.

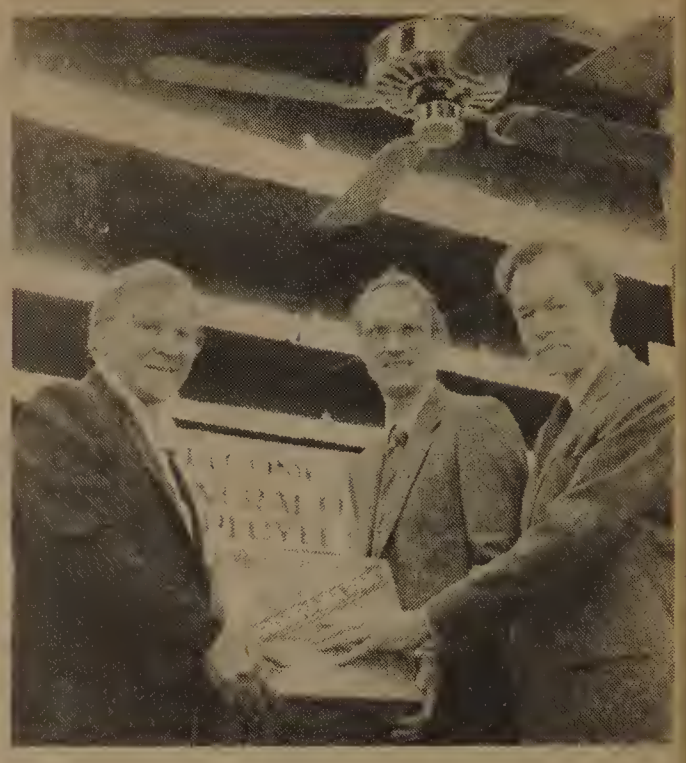
According to Harms, the fan is unique because the fan speed and light intensity can be controlled independently from a wall-mounted dimmer type of switch when a light cluster is included in the package.

Reversing the direction of the fan rotation is also done from the wall switch. Installation of the fan requires just two electrical wires between the switch and fan locations.

Roy Elwood, manager of the Employee Store, said he is able to offer the fan at a special price to GE employees.

He said he is impressed with the simple operation of the fan. "The motor is considered to be the most quiet and efficient of any available today. The product literature claims GE is recognized as the market leader in developing and manufacturing the new motor," he added.

The motor is built in the Springfield, Mo., SMD plant. The control that goes along with it is manufactured in a GE electronics assembly facility in Juarez, Mexico. The wall switch is manufactured by GE's Wiring Device Department in Warwick, R.I.



Roy Elwood (left) manager of the Employee Store, along with Dave Erdman and Harold Harms, development engineers for the Electronics Technology Operation, show off the new ceiling fans developed by GE employees in Fort Wayne. The fans are now on sale at the Employee Store.

50 get new jobs through POP since Jan. 1

Following are the names of successful candidates, listed by job number and position title, for Promotional Opportunity Program positions posted since Jan. 1:

1 — supervisor of billing, driver payroll and invoice payment, CPTO — **Gary Bowman**; 2 — specialist-budgets, forecasts and financial analysis, CPTO, **Vernon Stanger**; 3 — traffic specialist, CPTO, **Roger Miller**; 4 — foreman-wire drawing and rolling, Wire Mill, CPTO, **Bob Louagie**;

5 — electronics assistant and methods specialist, AEECD, **John Campbell**; 7 — foreman (2), CIMD Broadway, **Rhonda Gage** and **Scott Putt**; 8 — manufacturing engineer, CIMD Taylor Street, **James Stout**; 9 — prototype production support assistant, CPTO, **Lee Reinewald**; 10 — specialist-traffic policy and control, STD, **Shirley Mowry**; 11 — engineering assistant, CPTO Taylor Street, **Jacqueline Gibson**; 12 — secretary, AML/CPTO, **Louise Tranter**; 13 — designer, SMD, **Richard Schuler**; 14 — documentation systems analyst, CIMD, **Ron Rorick**;

15 — design engineer, CIMD, **Les Manz**; 18 — secretary-manufacturing engineering, CIMD, **Vicki Driscoll**; 19 — customer service representative, CSD Distribution Sales, **Linda Fritz**;

20 — traffic specialist, STD, **Dave Newcomb**; 21 — specialist-master scheduling, STD, **Dave Smith**; 22 — design and requisition specialist, CIMD, **Fahad Shaheen** and **Gregory Bieberich**; 23 — reproduction clerk, CIMD, **Ruth Bonta**; 24 — typist and computer input clerk, CIMD, **Julia Rhodes**;

25 — customer service specialist, CIMD, **Donna Webb**; 26 — specialist-advanced materials systems, **Dan Jenkins**; 27 — specialist-materials, CPTO, **Tom Rothgeb**; 28 — supervisor-customer billing and order statistics, STD, **Richard Parlow**;

30 — insurance clerk-claims approver, CPG Finance, **Jennie Howell**; 31 — foreman, CIMD Taylor Street, **Jim Rentschler**; 32 — clerk-cost accounting, CIMD, **Marilyn Wright**; 33 — clerk-cost accumulation, CIMD, **Karen Malott**; 34 — stenographic clerk, CIMD, **Sally Hoefelmeyer**;

35 — specialist-technical edit, CIMD, **Phyllis Penrose**; 36 — specialist-material control, CIMD, cancelled; 37 — supervisor-shop resources, STD, **Matthew Sopina**; 38 — prototype production support assistant, STD, **Ruth Ann Knott**;

41 — manufacturing engineer, CIMD, **Robert Mansfield**; 42 — accounting clerk, CSD, **Karen Arens**; 43 — keypunch and data entry clerk, CPG Finance, **Janice Bodkin**; 44 — plant protection officers, CPTO, **Roland Ganger**, **Richard Bower**, **Harold Campbell**, and **Charles Bristow**;

45 — insurance clerk-claims processor, CPG Finance, **Carla Miller**; 47 — electromechanical technician, SMD, **Tim Hart**; 48 — manager-receivables control and customer billing, SMD, **Mark Muller**; 49 — specialist-expense accounting, STD, **Steve Zwick**;

51 — senior reliability engineer, STD, **George Koshy**; 52 — dispatcher, CPTO, **Kathy Harmon**; 53 — supervisor-manufacturing, CIMD Broadway, **Lloyd Bratton**; 56 — specialist-techniques, CPG Finance, **Walter Pidcock, Jr.**

Most of the jobs not included in this listing have been cancelled.



Elex officers to be installed

Elex Club officers for 1984-85 are, from left, seated: Lois Fuhrmann, director; Shirley Beard, second vice president; Sally Eichhorn, president; Geneva Daugherty, first vice president. Second row: Fran Kuzeff, director; Allene Tew, trustee; Ann Day, director; Karen Ausderan, director, (elected for two-year term); Martha Musselman, treasurer. Back row: Phyllis Petry, director; Patricia Lee, director; Marilyn Kiel, director; Rhonda Gage, assistant treasurer. New officers will be installed Monday, June 4, at Lester's Party Room, Bluffton Rd. Lorine Peters, Elex Club adviser, will install the officers following the 6:30 executive board banquet.

Volunteer firefighters plan June 16 outing

All GE volunteer firefighters and retired firefighters are invited to an outing June 16 at the Southwest Conservation Club, Bluffton Rd. The party will be from 11 a.m. to 5 p.m.

Florida retirees change meeting dates

GE retirees who meet in Fort Meyers, Fla., have changed their meeting date to the first Friday of each month. They plan to meet at the Plantation Inn, Cleveland Ave. at Hill St., at noon.

The schedule for the remainder of 1984 is as follows: June 1, July 6, Aug. 3, Sept. 7, Oct. 5, Nov. 2, Dec. 7.

Vacationers are also welcome.

General Electric News

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GENERAL ELECTRIC

1635 BROADWAY
PO BOX 2204
FORT WAYNE, IN 46801

John Peirce, Manager
Karen Horn, Edltor
John Hicks, Chlef Photographer
Gloria Smith, Adlets
Tim Schlie, Artist

Retirees plan to garden, travel



Phil A. Roberson retires with 43 years of service. He began as a specialist at the apprentice school. He retires as a tool crib attendant in Building 4-3. "GE is a great place to work and to retire from. The benefits are super, and I'll miss my friends. We plan to take a day at a time and thank our Lord for each one."



Virgil E. Huguenard retires with 42 years of service. He began as a helper in Building 20-2 and retires as a standarization technician for STD. "I have enjoyed good pay and benefits through the years. I plan to spend my leisure time traveling, camping and doing yard and garden work."



Ruth M. Koch retires with 23 years of service. She began as an inspector at Taylor Street. She retires as a check and correct operator at CIMD Taylor Street. "I am going to miss all my GE friends. I will devote more time caring for senior citizens and children of broken homes and relax in the remaining time."



Roger M. Beber retires with 43 years of service. He began as an assembler at Building 4-2. He retires as a plant protection officer at Broadway.

"I will miss my friends at GE."



Alice A. Klingel retires with 41 years of service. She began as a coil winder in Building 26-2 and retires as a winder in Building 4-5. "I have enjoyed working at GE. I will miss everyone, but I am looking forward to retirement and taking one day at a time."



Mary H. Lee retires with 23 years of service. She began as an assembler in Building 4-4. She retires as a packer in Building 6-4. "I enjoyed working at GE and made many friends. I hope to travel a little and just enjoy life.

Others retire June 1

Other retirees include the following: **Harold C. Buell**, 42 years of service, CIMD Taylor Street; **Morgan L. Fortney**, 42 years of service, Building 26-5; **David G. Smith**, 41 years of service, CIMD Winter Street; **Jereld P. Nahrwold**, 33 years of service, CIMD Winter Street; **Virginia C. Lough**, 19 years of service, Building 26-3.

Adlets

RIDERS WANTED

CHURUBUSCO TO TAYLOR ST & BDWY, 1st shift. 693-3637.

FOR SALE

GREAT BOOKS SET, complete with bookcase, ex. cond. 747-2318.

'73 HOMETTE MOBILE HOME, 3 bdrms, good cond. 1-897-2413.

'73 VEGA, 4 spd., driveable, poor clutch, $150, aft. 6 p.m. 432-8352.

HAMMOND ORGAN w-rhythm section, ex. cond., $450. 485-8848.

'77 YAMAHA MOTORCYCLE X 5400, low miles, good cond. 485-2520.

REEL PUSH MOWER; wood fencing. 489-9453.

23' INTERNATIONAL BOAT w-CB, stereo, graph, stool, new top, carpet, good cond. 1-625-3815.

ANTIQUE CHINA & WINE CABINETS; entranceway hall tree. 639-6618.

'68 FORD RANCH WAGON, ex. cond., new batt., brakes & tires. 749-1438.

'78 HONDA MOPED, good MPG, red, $190. 745-2882.

8'' TABLE SAW. Scroll saw 16'' throat. 426-8672.

F-150 FORD PICK UP. SuperCab. Extra nice. $3,800. 747-5463.

1 GRAVE LOT at Greenlawn Cem. Space 6, lot 25, slightly on a hill. $200. 755-3157.

'78 MERC MONARCH 4 dr. sedan, ex. nice, lots access $2,200. 447-7025.

CALCULATOR. Sharp EL507. Prog. Cust. Mem. $28. 478-1724.

'77 COACHMAN CAMPER, slps 8, LP stove, ice box, sink, furn. 493-4138.

1 - 18,000 BTU AIR CONDITIONER, $100. 1 room air conditioner, almost new, $150. 744-1462.

WEDDING GOWN & VEIL shown in Bride's Magazine. sz. 8 or 10. beautiful, reasonable. 637-3000.

'73 350 V-8 CHEVELLE MALIBU, green with new vinyl top. New paint, super cond., new seat covers. 744-0865.

MOVING SALE, 814 Northwood Blvd., June 2-3, 8-5 p.m. 482-1159.

'71 TRIUMPH Bonneville, 650 cc., a classic, fine cond. 422-3626 or 428-3630 after 3 p.m.

GE 21 CU. FT. REFRIGERATOR, built-in GE oven. 432-9147.

BOAT, TRAILER, Johnson Motor, upright 13.8 Kelvinator freezer. 623-3155.

2 AIR CONDITIONERS, $100, $125. 2 bikes - his, hers $35 ea. 426-4485.

DESK, DRESSER, NIGHT STAND. White, good condition, $180. 432-2684.

TWO STORY HOUSE in Antwerp, Ohio. $14,900. Room for garden. 747-7007.

MATTRESS, BOX SPRINGS, frame. Twin size, good cond. $90. 432-2684.

NEIGHBORHOOD GARAGE SALE June 1, 2. 9-5 p.m. Bittersweet Add'n off of 24W. 672-3400.

26'' GIRL'S BIKE, 10 sp. $40. manmade fur coat, new sz 18, $60. 483-2098.

HOUSE, 2205 Chestnut, large, 3 bdrm, good cond., $13,500. 749-2898.

INS. FRESHLY PNT. 5 rm. flsh dr., alm. strm & dr. Twn. K snk. Encl. PR crpt. Gas ht. Cbl. wrd. up/drn. $20,000 Clr. 432-8926.

EMERSON 30'' WHOLE HOUSE ATTIC FAN. New in carton at cost. 484-0107.

FOLD UP COUCH, no arm rests, can be left open as bed, reasonable, 8'1'' davenport, chair. 424-7474 4-10 p.m. or weekends.

'78 SUZUKI GS 750 blk; cruise; mint cond., 6,000 mi., $1,250. 489-1341.

FREE

BASSETT HOUND - 4 yr. old, available to a good home. AKC papers. 486-4693.

WANTED

LIONEL & AMERICAN FLYER TRAINS. Any condition. 724-8011.

SWING SET, good condition, reasonable. 745-9546.

GOOD USED 1/2 or 3/4 bed with rollers. 747-6264.

WANTED TO RENT: 4-5 bedroom home in NE city near St. Jude & va. hosp. Mother & 4 child. 422-1839.

BOAT, TRAILER, 2,000 lb. min. cap. Good, reasonable. 432-3305.

DORMITORY REFRIGERATOR. Good condition. 489-9409.

4 QT. PRESSURE PRESTO COOKER in good condition. 745-5726.

SERVICE

CONCRETE CONST. Replace/repair. 446-5643 after 6 p.m.

SWEETCAKES THE MAGIC CLOWN - Live animals, magic, comedy & more. All ages & reasons. 445-8453.

CONTINUOUS GUTTERS & ALUM. SIDING, free est. 627-2858.

Golf

Last week's results

Men's low scores:
Brookwood - Gary Skyes 38, Bill Elsea 41, Dick Hensler 41.
Colonial Oaks - Denny Erxleben 43, Mike Fuller 43.
Foster Park - John Thurber 41.

Men's birdies:
Brookwood - Gary Sykes (2), Dick Hensler (2), Ed Hagadorn.
Colonial Oaks - Dick Mills.
Foster Park - Larry Shindeldecker, Ken Wyman.

Note: Details on the July 4 Scramble will be published in next week's **GE News**.

Women's low scores:
McMillan - Jan Medaugh 46, Barbara Pritchard 48.

Lowest putts:
Lois Perrine 15.

Chip-ins:
Karen Morrow no. 4, Diane Schueller no. 18.

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A special limited time offer from GE helps you save on high performance Halogen headlights

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H4001, H5001
H4651, H4656
Regular Price ____ $ 6.99
GE Rebate ____ **-1.00**
Your Price ____ $ 5.99

AT YOUR EMPLOYEE STORE

1030 Swinney
10-5:30 M-F

***ADLETS**
GE NEWS BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:
☐ For Sale • ☐ Ride Wanted
☐ Wanted ☐ Riders Wanted
☐ For Rent • ☐ Lost
☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form **by noon Friday** for publication Thursday. You may submit only one adlet per issue of the **GE News. No more than 40 letters per Adlet, please.** Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. ____

The item(s) referred to in this ad are in no way connected with any business venture

Signature

ELECTRONICS evolution taking place



Beth Jacobs, Building 19-5, was one of 55 employees who attended word processing classes.

Answer: Electronics.

Question: What is one of the most powerful technological changes affecting GE jobs today?

Many employees whose jobs have not been directly changed may not have noticed the electronics evolution taking place.

All they need to do is look around.

Work in literally all Fort Wayne GE operations has been affected by electronics.

More employees using computers

"More and more GE employees are finding themselves face to face with computers," said **Lois Neloms**, manager of employment. Because of the wide use of computers in industry today, she has seen the skills needed by employees change significantly. These changes are expected to continue.

Training geared towards fears

Most employees are receptive to the changes, she said, but some still show their fears. "We have used training programs to train computer users to accept the computers as their helpers," Neloms explained.

Word processors have been introduced in the past few years in the specialty Motor Department, Component Products Technology Operation, Component Products Group legal, finance and operations relations and Commercial & Industrial Motor Department at Taylor Street.

As evidence of employee response to training, about 55 employees who use the new word processors volunteered to attend after-hours classes.

Additional word processing courses are being considered if there is enough interest. (See coupon at bottom of page.)

Computers used in sales, records

Computers are also aiding in keeping more accurate and timely records in the CPTO Transportation Operation and in the Specialty Transformer Operation's warehousing. Shipments can be tracked precisely and quickly by computers. Elaborate and complete records are easily accessible in the Component Sales Department through their extensive use of computers.

Many employees have worked next to an electronically controlled robot for several years.

Electricians updating skills

Several Area Services electricians are attending a class at Ivy Tech to update their skills. "The tremendous change in the field of electronics in the last several years has changed their jobs dramatically," said **Dick Huhn**, manager of Area Services.

"Our electricians have to be able to troubleshoot a broad range of electrical problems. They might have to work on a 13,000 volt line or a new solid state circuit robot," Huhn added.

One of the most visible and obvious operations needing employees with electronics training is the new Aircraft Engine Electronic Controls Department at Taylor Street.

Neloms said she has received a number of calls from employees who want to know what to do to prepare for ECD jobs. Her answer, she said is "updating job skills in the electronics field is adviseable. It would not guarantee a person a job, but it would give that competitive edge."



Kermit Duff, Gaylen Hinkle, June VanTilburg, Diane Phillips and Kathleen Franklin took a basic electronics course at Ivy Tech to increase their job skills.

Electronics class 'self-satisfying'

What do Fort Wayne GE people say who have gone back to school to update their skills?

"If somebody told me I would go back to school 20 years later to study electronics, I would have said they were crazy."

"It can't be sloppy work. It has to be completely accurate, not very accurate."

"Going back to school is self-satisfying."

"Even if you just solder, you need to know what else is going on."

These comments are from GE employees who are taking electronics courses prompted by the announcement that many jobs at the Aircraft Engine Electronic Controls Department at Taylor Street will require basic electronic skills.

Ivy Tech offered three extra classes to accommodate the GE employees who requested their basic course, DC Fundamentals, according to Virgil Curley, Ivy Tech director of industrial training.

With evidence of a passing grade, employees can receive a tuition refund of up to $1,200 each year through the Individual Development Program and Tuition Refund Program. GE employees who still have recall rights on the day classes begin are also eligible for the tuition refunds.



Larry Rose and Steve Crumley are two of about 25 Area Services Maintenance electricians who are taking an 80-hour course in digital electronics after work hours.

A survey is being conducted to determine employee interest in offering additional courses in word processing equipment use. The proposed classes would be offered evenings and Saturdays. Employees who are interested should complete this coupon and send it to Carilyn Brown, Building 19-2.

Name _____ **Dept.** _____

Building _____ **Supervisor** _____

_____ **hourly** _____ **non-exempt** _____ **exempt**

I am interested in (check one) _____ **introduction to word processing**

_____ **advanced word processing**

_____ **manager's familiarization**

with word processing

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General Electric News

JUNE 7, 1984 FORT WAYNE, INDIANA VOLUME 66, NO. 23

Dick Kirk surveys markets in China for CMD

Can General Electric compete in the emerging consumer market in the Peoples Republic of China?

Dick Kirk, manager of international marketing for the Component Motor Division, was part of a three-person motor team that went to China in April to survey sales opportunities.

"The consumer market potential in China is huge," said Kirk. With a population of 1 billion people in about 225 million two-income households, there is a growing market for such products as TVs, washers, refrigerators and air conditioners.

Considered to be a generation behind in design and manufacturing technology, China is trying to import know how to bring them up-to-date by the turn of the century. The Chinese are undertaking a modernization program seeking out western technology and encouraging foreign investment in their country.

China wants joint ventures

"What the Chinese government is really looking for are joint ventures with American companies. They want us to provide the technology and equipment, and they would provide the labor and the facilities," said Kirk.

GE has already established itself with the Chinese. GE is among 128 American firms with offices in Beijing (Peking). "The GE image in China is generally positive and long standing," said Kirk.

'Today we must think of the entire world market and find ways to do business in that market.'

He added, "International expansion opportunities are attractive to our motor businesses because foreign markets represent the attractive growth opportunities.

"Certainly our foreign competitors have been active in U.S. markets. In fact, our off-shore competitors, with their lower cost labor, have hurt sales in some of our domestic markets," noted Kirk.

China balances trade

In summarizing the group's findings, Kirk said, "It is clear that we won't be able to export GE motors to China for anything more than a short time to get them started.

"That's because in China each company must balance their foreign trade; they try to obtain raw materials within the country, and their drive to balance trade forces Chinese companies to move toward manufacturing in China rather than importing products to satisfy their needs," Kirk explained.

"So, any joint ventures with Chinese companies are most likely to involve manufacturing approaches rather than export opportunities for us," he said.

Kirk also pointed out that China has an abundance of low cost labor, which would make it impossible for a company like GE to export American-made motors at competitive prices.

But Kirk said there is an opportunity for GE to participate in a joint venture with a Chinese company. "We would provide the product and process technology and the equipment, and they would provide the labor and facilities. The Chinese are badly in need of external product and manufacturing technology," explained Kirk.



Dick Kirk explored Chinese markets first-hand as part of a three-person motor team that went to China in April to survey sales opportunities. Kirk is manager of international marketing for the Component Motor Division.

"This may not immediately benefit Fort Wayne GE employees. However, in the long run, our company would be stronger in world markets as the result of such a move, and the motor business would have a broader base of international experience and strength from which to sell our products," said Kirk.

GE major appliance representatives also visited China to evaluate the opportunities for participation in the quickly developing market. Many companies are looking for partners, and the Chinese are comparing GE proposals against Japanese and European.

"Today we must think of the entire world market and find ways to do business in the market," explained Kirk. "You would be surprised to see how worldly the knowledgeable business people are in newly industrialized nations. They are shopping all sources for the best value."



Jim Schmitt (center), IAM Lodge 70 president, helps unload a Food Bank delivery with Ola Benson, volunteer at Grace Lutheran Church and Ed Pease, coordinator for the Associated Church's Food Bank. The church is one of 24 Food Bank locations throughout Allen County.

Employees ready for Food Drive

"We need the full cooperation from all Fort Wayne GE employees to make the Food Bank Drive a success."

That is how **Roy Tkach**, Specialty Transformer marketing, summarized the need for employee involvement in the second annual GE Employees Food Bank Drive to be held tomorrow (Fri., June 8.)

Tkach is a member of the Public Affairs Committee for the Fort Wayne Chapter of the Elfun Society which is organizing the food drive with leaders of IUE Local 901 and IAM Lodge 70.

Employee volunteers will be at the entrances to all plant gates on Friday beginning at 6 a.m.

"We've had a lot of cooperation from many people so far," said Tkach. "We've received a good response from the Elfun Society which is making an additional cash donation. That makes me feel we'll top last year's totals."

Greater need this year

The need in the Fort Wayne area for emergency food supply is greater this year than in the past, according to Rev. Melvin Phillips, director of Associated Churches, which sponsors the community Food Bank Program.

About five families contact the Associated Churches for an emergency supply of food each day.

In 1983, GE employees contributed $3,309.68 in cash and 4,807 pounds of food in the one-day drive.



CSD hosts open house

About 105 people attended the Components Sales Department's open house Saturday for employees and families. Here, Donita Mudd shows her sons, Quinton and Landon, a buyer's guide which Donita uses daily in her job providing technical data to consulting engineers and distribution customers. Also watching are her mother, Mildred Lapsley; her sister, Shelia Lapsley; and her father, Osie Lapsley.



The aim of CSD's recent open house was to let employees and their families share in the excitement of the new technology which makes the jobs of CSD employees different. Here Gene Andert shows his wife Susie and their children, Erin and Matt, how he uses the portable mini computer in his job as a specialist in sales planning. CSD employees also demonstrated other technical equipment such as the phone system, the Marklink order processing equipment, the Panafax equipment and word processing.

Q&A's ... about benefits

- Ten-year tax averaging
- Effect of DPA on taxes

Q: What is the "10-year averaging tax treatment" that was discussed in the meetings on the Deferred Pay Account of the Savings and Security Program? — *Gene Volkert, Building 17-3*

A: Ten-year averaging is an optional method for paying any tax owed on lump-sum distributions from the Savings and Security Program. To be eligible, you must have participated in the S&SP plan for five tax years prior to the tax year in which the lump-sum distribution is made.

The advantage of the 10-year averaging method is that the taxable portion of your distribution is taxed separately from any other income you may receive in the tax year. Furthermore, the income is treated as if it was received in equal amounts over a 10-year period. Usually, this results in substantially less tax for you to pay. Perhaps an example will help explain how this works under current tax laws.

Let's say you were in S&SP from 1979 through 1983 and break service with the company this year, either because you retired or for some other reason. Let's also say you have a total of $15,000 in your S&SP account and receive it in a "lump sum" in 1984. Let's also assume that $10,000 of this distribution is taxable income. By using the 10-year averaging method, your federal income tax would be $550 on that amount.

Compare that to treating it as "ordinary income" on your tax return. If you were in a 30% tax bracket, your tax would be about $3,000 on the $10,000 that is taxable.

The point is, under 10-year averaging you pay taxes on your distribution **separately from, and at a lower rate than,** the rest of your income. It's a government-endorsed technique that can save you a lot. In the example above, the tax savings amounts to $2,450.

This is a simplified example of how 10-year averaging works under current tax laws. For more information, employees are encouraged to consult with a qualified tax adviser. Information is also available in the S&SP Prospectus and Internal Revenue Service Publication 575.

This tax treatment also applies to distributions from the Employee Stock Ownership Plan (ESOP).

Ten-year averaging is only one of the tax-saving techniques available at the time S&SP lump sum distributions are made. Another alternative employees may want to consider is putting the taxable portion of the distribution into a "rollover" Individual Retirement Account (IRA). — *Chuck Welch, manager of communication and relations planning*

Q: I'm in the new Deferred Pay Account to save money on taxes. I'm seeing a reduction of taxes in my paycheck each week, but what will happen next year at tax time? — *Joan Pearson, Building 18-4*

A: Employees who are participating in the Deferred Pay Account of S&SP in 1984 are "deferring" a percentage of their pay until they withdraw or receive a distribution of their DPA savings.

When these DPA participants receive their W-2 tax statements from GE next January, they will have the information they need to report their reduction in taxable income. Let's assume, for instance, that an employee earns $20,000 in GE wages in 1984. If the employee "defers" 7% of that amount ($1,400) by contributions to DPA, the employee's W-2 statement will show only $18,600 ($20,000 minus the $1,400 in DPA) as taxable income for 1984, instead of the gross amount of $20,000. The $18,600 amount is what the employee will report on his or her 1984 tax forms to the state and federal government.

Of course, when participants withdraw their DPA savings or receive them in a distribution when they break service, the entire amount will then be taxable. However, many employees find themselves in a lower tax bracket at retirement. Also, employees have substantial tax-saving alternatives they can use under current tax law for lump-sum distributions. These include 10-year averaging and "rollover" Individual Retirement Accounts.

For employees saving for long-term goals, DPA offers income tax reductions in their paychecks immediately at the time they contribute, a tax shelter for the time their savings are growing in DPA, and tax-saving alternatives at the end when they receive their final distribution. — *Doyt Schaadt, manager of personnel accounting*

Return to: GE NEWS
Q&A Bldg. 18-3
My question is _____
_____
_____
_____
_____
Name _____ Location _____

40 years of service



Eunice Lippitt
Building 4-2



Al Hanley
Taylor Street

U.S. Savings Bonds rate rises to 9.95%

The latest semiannual interest rate announced for U.S. Savings Bonds is 9.95%. This rate applies to Series EE Bonds purchased between May 1 and Oct. 31, 1984. Older Series EE and E Bonds will also receive this market-based rate for six-month interest periods which start between May 1 and Oct. 31, 1984.

Interest rates for new Series EE Bonds change every six months. The rates are tied to market interest rates.

Bonds held five years or more not only earn market-based interest but also come with a guaranteed minimum rate of 7.5% a year, compounded semiannually.

Many employees buy U.S. Savings Bonds through the Savings and Security Program.

The average yield for bonds held since Nov. 1, 1982, the beginning of the market-based interest program, is 9.77%.

UNITED STATES SAVINGS BONDS

July 4 Scramble sign up now

Tee times for the GE Club four-man Florida Scramble will begin July 4 at 7 a.m. at the Cedar Creek Golf Club.

Entry fees are $4 per entrant or $16 per team. Entry fees are to be paid to **Greg Olwine**, Building 4-6, no later than June 22.

Names of all four team members and their GE league average or estimated nine-hold average must be reported when entrants call to reserve tee times. Golf carts may be rented through Cedar Creek, 627-5623. Green fees are to be paid at the course.

Handicaps are based on the lowest three averages of the foursome as follows:

Total	HDCP	Total	HDCP
114-119	0	138-143	4
120-125	1	144-149	5
126-131	2	150-up	6
132-137	3		

Interested golfers should form their teams and call soon for their preferred tee time, said Olwine.



Medical claims due June 28

June 28 is the deadline for 1983 medical and dental claims to be received at the Winter Street medical claims office. Claim approvers Barb Franke and Jennie Howell said it normally takes three to six weeks from the time employees turn in their claim forms until they receive payment.



Those who don't fill out the entire medical claim form get it returned, according to claim processors, Vicki Walker, Cyndi Reed, Carla Miller and Loretta Jones. They advise employees to turn in claims for 1983 medical expenses early. One claim form should be used for each person insured, although several bills for that person may be listed on one claim.

Elex trip planned to see 'Mary, Mary'

The El-Par Chapter of the Elex Club is sponsoring a one-day trip Wed., July 11, to a matinee performance of **Mary, Mary** at the Tibbets Summer Theatre, Coldwater, Mich. Before the performance a luncheon will be served at Arthur's Old Firehouse Restaurant.

The $17.75 cost includes bus fare, lunch and theatre tickets.

Reservations must be made by June 30. Call **Joye Madden**, 485-8431, or **Florence Weber**, 447-0184, for information.

GE auction June 9

GE will conduct an auction Sat., June 9, at 10 a.m. at Taylor Street. Several "surplus" items will be sold including a forklift truck, desks, filing cabinets and a shop vac.

Adlets

RIDE WANTED

TO & FROM IPFW, 5:30-7:30 p.m. class, second shift. 422-9779.

FOR SALE

CRUISE CONTROL; room air conditioner; air compressor. 422-5671.

22'' SELF-PROPELLED LAWN MOWER. 747-4752.

'82 SUZUKI 6S55L, 4 cyl, 6 spd trans., 2,500 miles, $1,600. 426-2673.

BUMPER POOL TABLE w-sticks, ex. cond., $125. 489-3323.

GE UPRIGHT FREEZER, 11.6 cu. ft., good cond., $165. 447-7940.

6' POOL TABLE, balls, rack, $35; glass table & 4 chairs, $35. 447-1320.

PACKARD PLAYER PIANO — keyboard ex. cond. Player works but needs some repair, auto, $450. 625-4920.

'80 CHRYSLER, ex. cond., new tires & brakes. May accept clean trade. $4,700 aft. 5 p.m. 432-3836.

GE WASHER & DRYER, top of the line, like new, avocado. 485-6193.

'80 FAIRPOINT DELUXE TRAILER, 14'x70' w-7'x24' expando, 3 bdrms, 1-1/2 baths, Dupont Estate, $12,500, aft. 4:30 p.m. 482-1672.

CRYPTS, 2, Covington Memorial Gardens, reasonable. 747-0846.

STARTER OR RETIREMENT HOME, 2 story, bsmt, blinds, drapes, range, nice, $29,900. 432-8926.

BICYCLES: boy's 20" Schwinn, ex. cond., 2; 24" vanity & top, nvr used, $40. 485-4314.

'78 KAWASAKI 400 w-fairing, trunk, radio, helmet. 432-5863.

'75 CHEVY TRUCK, 6 cyl, 3 spd, $1,500. 625-4189.

HOUSE, 3 bdrms, 1-1/2 baths, lg lvg & dng rm, 2705 Chestnut, $13,500. 749-2898.

SCHWINN "SUPER LeTOUR", 26", boy's 10-speed, ex. cond., asking $200, new would cost $325. 485-7756.

'78 CHINOOK MOTOR HOME, 18', ex. cond., 20-25 MPG. 485-5601.

GE ROOM AIR CONDITIONER, used one season, $125. 456-5625.

GILSON 5 HP SHREDDER, used only 10 hours, $90 firm. 483-3636.

LADY'S 10-SPEED BIKE, $25 or best offer, aft. 5 p.m. 745-2333.

SW COLONIAL HOME, one-owner, 2 story, garage, gas, central air. 456-1042.

'75 FORD VAN CONVERSION, runs good, needs body work, 6 cyl E-150, sunroof, back vent, $1,500. 489-6428.

SPLIT RAIL WHITE PICKET FENCE, good cond., approx. 50', incl. posts & gates, $50, aft. 6 p.m. 744-9341.

BOY'S 20" BIKE: TR-80 color computer, basic ext. 16K, manuals. 483-7252.

16' HURRICANE DECK BOAT, 35 HP Johnson motor, canopy, mooring cover, $2,500. 475-5708.

'81 KAWASAKI MOTORCYCLE, 550, LTD, w-2 helmets, aft. 5:30 p.m. 456-4856.

'78 HONDA GOLDWING MOTORCYCLE, 24,000 miles, $2,400; '79 Monark bass boat, 90 HP Merc., tilt trlr, $5,500. 432-3126.

WANTED

LIONEL & AMERICAN FLYER TRAINS, any cond. 1-724-8011.

BED GUARD RAILS. 672-3416.

FOR RENT

HOUSE, south, 3 bdrms, 2 baths, ex. neighborhood, $395. 432-1148.

FLORIDA VACATION COTTAGE, furnished, on the gulf, wk or mos., July 22 through Aug. 26, near Englewood. 627-3431.

SERVICE

HIGH SCHOOL BOY LOOKING FOR ODD JOBS, New Haven area, hardworking & dependable. 749-0159.

SOLAR HEAT & HOT WATER SYSTEMS, window quilts. 745-0245.

SWEETCAKES THE MAGIC CLOWN, live animals, comedy & more, all ages & reasons. 745-1545.

CONTINUOUS GUTTERS & SIDING, free est. 627-2858.

In memory

Frederick F. Hagadorn, Scottsdale, Ariz., died May 27. He was a specialist in scheduling and requisition at Taylor Street prior to retiring in 1971.

James P. McFelly Sr., Port Richey, Fla., died May 25. He was a mold and die maker in Building 19-4 prior to retirement in 1969.

Ruth M. Michelfelder, 2819 Hoagland Ave., died May 18. She was a line repairer in Building 17-3 prior to retirement in 1967.

Softball

League standings (5/30)

	Won	Lost
Brothers Screen Prints	7	0
Decatur	5	2
Thirsty Horde	3	3
Hager's Hogs	1	5
Foul Balls	0	6

May 30 results

Brothers Screen Prints 10, Foul Balls 1; Brothers Screen Prints 14, Thirsty Horde 5; Decatur 6, Hager's Hogs 3; Hager's Hogs 13, Foul Balls 4.

May 23 results

Brothers Screen Prints 5, Thirsty Horde 3; Brothers Screen Prints 14, Hager's Hogs 12; Decatur 8, Foul Balls 7; Decatur 13, Thirsty Horde 0.

MISER™ Light Bulbs

NOW YOU CAN GET THE LIGHT YOU NEED AND SAVE ENERGY



• Available in 55, 70 and 95 watts

4-Pack
Reg. Price $2.96
Sale Price: $2.39

3-Way
Reg. Price: $1.99
Sale Price: $1.39

AT YOUR EMPLOYEE STORE
1030 Swinney
10-5:30 M-F

MISER™ 3-Way



• More light than a 3-Way bulb at 150 watts for only 135 watts

***ADLETS**
GE NEWS BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:
☐ For Sale* ☐ Ride Wanted
☐ Wanted ☐ Riders Wanted
☐ For Rent* ☐ Lost
☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form **by noon Friday** for publication Thursday. You may submit only one adlet per issue of the **GE News. No more than 40 letters per Adlet, please.** Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture

_____
Signature

health tip

Walkers benefit from regular 'easy' exercise

Walking is one of the easiest forms of exercise, and it takes no special equipment. That's why doctors prescribe walking more frequently than any other form of exercise, according to **Dr. Jim Chase**, medical director for the Component Products Group.



Now that the weather is warmer, Sales Specialist **Woody Thompson** can enjoy his daily two-mile walk outside the Taylor Street plant.

At lunchtime, many GE employees can be seen on their daily walks.

Pat Ballou, customer service specialist for CIMD Taylor Street, has been walking regularly for five years.

"I had surgery, and the doctor put me on an exercise program which included walking," she explained.

As part of her goal of walking five miles per week, she walks around the outside of the Taylor Street plant each noon.

"Walking releases tension for me because I'm on the phone all day long. It justs generally makes me feel better. When I get back to my desk, I am ready to continue my day," she said.

When the weather is bad, she walks inside the plant or "I double up on my exercises at home," she said.

Woody Thompson, a sales specialist for CIMD Taylor Street, walks two miles daily.

"If I really get at it, sometimes I walk to the Employee Store on Swinney and back during my lunch hour," he added.

Thompson also began his walking habit at the suggestion from his doctor. "My doctor considered me a health risk, and he told me to get daily walking exercise," Thompson explained. "It's something you have to do every day or you'll get out of the habit. I feel a lot better since I have started walking regularly. It helps me to keep my cholesterol level down and helps to maintain my weight."

Medical experts agree walking can produce excellent cardiovascular benefits. Walking is also good for toning legs, hips and buttocks.

Walking is said to be particularly beneficial if a regular schedule is followed, such as 45 minutes,



Pat Ballou, a customer service specialist at Taylor Street, walks at least five miles each week to help relieve tension from talking to customers on the phone all day.

three times per week. Beginners should start with easy 15-minute walks. Time can be increased by five minutes per week until the suggested 45-minute walks are reached.

Doctors say that walkers should wear quality shoes with solid support and cushioned soles.

Buying primary residence one of three special provisions

Shaffer makes S&SP withdrawal to build dream house

Using one of the provisions for withdrawals in the Savings and Security Program, **Donald Shaffer** will soon be moving into the house he designed and helped build.

"I have participated in S&SP for the maximum amount for 14 years, and that money really added up and helped me build my new house," said Don. He is a developmental tester in the Engineering Development Laboratory at Taylor Street.

"When the maximum amount you could have withheld was 10%, I signed up for 10%. When it was raised to 17%, I upped my participation to the maximum, too," he added.

Don was allowed to withdraw all of his savings in S&SP — without losing the company matching payment — because he was buying a house. S&SP participants may also withdraw their money at any time for education or financial hardship without forfeiting the company portion.

"They were real quick about getting my money for me," said Don. "All you have to do is fill out a form for the stocks and mutual funds. and the money is sent. Then I just had to give proof that I was purchasing a home to **Doyt Schaadt** (manager of personnel accounting, Building 18-1), and I had a check in about three weeks."



Don Shaffer, a developmental tester at Taylor Street, withdrew the money from his 14-year participation in S&SP to construct his new home. He designed the house to fit the lot in northwest Fort Wayne.

Don designed the house in October, contractors broke ground for the basement in November, and he plans to move into the house next week.

"The design is a composite of several houses I have seen over the years," he explained. "I just took the best of several houses."

The house on the northwest side of Fort Wayne is complete with a large great room with sky lights, a deck on three sides of the house, a circle stairway to the full basement, three bedrooms and three baths.

In addition, Don used the Product Purchase Plan to purchase all new GE appliances.

Don said he had the large project in mind 14 years ago when he started in S&SP. "I know what I want out of life, and I like to plan for it. I knew I would eventually live in a house, and I decided to take that big step to build the house now.

"I've always been lucky that I had a good job which paid well enough so I could afford to save. S&SP is definitely a good program. I'm still saving in it now."

'I have participated in S&SP at the maximum amount for 14 years, and that money really added up and helped me build my new house.'

GENERAL PERIODICALS
NON-CIRCULATING

General Electric News

JUNE 14, 1984 — FORT WAYNE, INDIANA — VOLUME 66, NO. 23



Winter Street employees were given a chance to ask questions about the product transfer at a Chat and Chew last week. Those who attended included (from left) Keith Parrot, Roger Schlegel, Denny Lawlaw, Dave Haslup and Carl Harmon.



Project Manager Joe Miller (far right) talked informally to nine Winter Street employees at the informative session. Those who attended included (from left) Jim Muter, Betty Shidler, Larry Roop and Harold Fremion. Miller has regular meetings with employees to talk about the transfer.

Miller holds informative sessions

Winter Street employees told product transfer schedule

Nine employees attended a Chat and Chew session at Winter Street last week as part of Project Manager **Joe Miller**'s regular informative meetings. The meetings are aimed at letting employees know what's happening with the plan to transfer 180 frame motor production from Winter Street to the Hendersonville, Tenn., plant.

Miller outlined the overall plan developed by project team members at Winter Street and Hendersonville. The plan calls for the Hendersonville plant to begin limited production by early October. He said, "We'll continue, however, to produce parts to satisfy Hendersonville's needs as well as our own throughout this year and early into next year."

Transfer complete in 1985

"According to the schedule, by early December the major portion of the Winter Street production will have been transferred," added Miller. "Then, by the end of the first quarter of 1985, all production should be at Hendersonville."

Miller said the goal for the Winter Street plant is to assist the Hendersonville plant as much as possible to make the product transfer successful. "We're trying to merge both plants' schedules to assure that production will be as smooth as possible. We won't transfer processes from here until they are ready for them there," said Miller.

Miller described the Hendersonville plant as an impressive, modern facility. He said Hendersonville employees, including several who formerly worked in Fort Wayne, have been making a lot of rearrangements to accept the equipment from Winter Street.

Miller said, "Although the product transfer plan was carefully thought out, nothing is cast in concrete because the customer comes first. When we get an order, we have made a commitment, and that comes first. The key in this is to not let the customer down."

Keith Parrot, a group leader, asked when Winter Street production would stop. Miller said by early 1985 there would be only limited production at Winter Street. He said, "Production activities at Winter Street will not end suddenly but will be transferred out gradually."

Miller said he was concerned about employees and their job placement when leaving Winter Street. "I anticipate I'll be working closely with employee relations to assure that our employees are properly processed through the area placement procedure. In the meantime, I have every confidence that we will continue to produce our products with the same pride that has been the hallmark of our Winter Street employees through the years," he said.

Several employees said they were interested in transferring into the Aircraft Engine Electronic Controls Department (ECD) at Taylor Street. Others said they were interested in moving into another motor operation or the transformer operation.

Transfer to make CIMD healthier

Miller concluded by discussing the Commercial & Industrial Motor Department's outlook. He pointed out that the Winter Street move is an investment for the business to become even more competitive for the future. "Part of the reason for the Winter Street product transfer is to make CIMD a stronger, healthier business, serving customers in the industrial and commercial markets for the long term," he explained.

'The key in this is to not let the customer down.'



Jeff Langley, Ida Yahne, Mike Kelker and Delores Nusbaum agree Winter Street employees work as one group.

Winter Street employees work together

Although Winter Street employees are facing a product transfer to Hendersonville, Tenn., they continue to put pride into their work.

"We always try to do our work right," said **Ida Yahne**, an assembler. "I've been here 29 years, and it's always been that way."

"I've worked at Winter Street all my 20 years with GE, and I have always seen the newer Winter Street employees learn to take pride in their work from the older employees," said **Mike Kelker**, a die castor.

"Everybody is friendly at Winter Street," said **Delores Nusbaum**, a line loader. "It seems everybody knows everybody, and we help each other with any problems."

Still strive for quality

Supervisor **Jeff Langley** added, "We think there's no question that we make the best motors at Winter Street. Our quality guidelines have always been tough, and they still are. No one has given up."

ECSF Board tours United Way headquarters

Where would you call if you needed low cost legal advice, meals delivered to an elderly or disabled family member, or temporary use of a hospital bed or wheelchair?

The answers to these and similar questions can be found by calling 426-HELP (4357). A trained referral counselor at First Call for Help will refer you to the appropriate government or service agency.

First Call part of ESCF tour

Members of the GE Employee Community Service Fund (ECSF) Board recently toured the First Call for Help offices located in the United Way headquarters building. This was the first of several visits to local agencies funded by United Fund contributions.

First Call for Help is a comprehensive information and referral program that serves all residents of Allen County. It is funded jointly by the United Way of Allen County and the City of Fort Wayne. The program was started as a response to the lengthly period of high unemployment in the Fort Wayne community.

It is one of the newest of the 26 organizations that are funded in part by employee and company contributions to the United Way.

"First Call should help a person needing help to find what they need without getting a run-around," said **Dave Bolyard**, a toolmaker in Building 4-1. He is vice chairperson of the ECSF Board.

First Call for Help has information about human service needs such as:

- food, shelter and clothing;
- employement services;
- mental health counseling;
- crisis counseling;
- legal services;
- self-help groups;
- financial counseling;
- utility assistance;
- consumer assistance;
- handicapped services.

The agency, made up of four professional staff members and two volunteers, receives about 150 referral calls each week in addition to about 75 calls for information. Office hours are 8 a.m. to 7 p.m., and walk-in service is from 9 a.m. to 5 p.m. Monday through Friday. Telephone coverage is provided 24 hours daily.



GE Employee Community Service Fund Board members recently toured the United Way headquarters at the Foellinger Center, which is being remodeled.

ECSF Board members also toured the Foellinger Center, the headquarters building of the United Way. It also houses such agencies as First Call for Help, the Urban League, the Jewish Foundation, Switchboard and the Mental Health Association.

The building is undergoing a $850,000 reconstruction project. In addition to making the center accessible to the disabled, several offices and areas are being expanded to make better use of the building's space.

Funded entirely by private donations, the construction project is being completed by union contractors exclusively. About 90% of all United Way donations go directly for human services. No United Way funds are being used.

"I'm all for the modernization of the Foellinger Center," said **Dan Thurber**. "It was a practical thing to do. The building was old and had old facilities, such as heating, lighting and hallways, which needed updating." Thurber is a stator welder in Building 17-1 and an ECSF Board member.

Elzey gets $1,300 he forfeited in S&SP withdrawal

By using special repayment and withdrawal provisions in the Savings and Security Program, Specialty Transformer Operation's **Rick Elzey** received $1,300 in company matching payment money which he had forfeited in 1980. The money helped Elzey, who was on layoff in 1982 and 1983, get current with his house payment and put himself back on his feet financially.

Faced with a financial need in 1980, Rick made a complete withdrawal of his savings from S&SP. "I really needed the money then, and I was willing to forfeit the company matching portion," he said. The money was forfeited since the withdrawal did not meet the emergency requirements of the plan. S&SP permits withdrawals without loss of company matching payments in certain cases.

'I couldn't believe it when they said I could get back that money. There I was unemployed with custody of two children. I was able to make my overdue house payments and get my finances back under control.'

In 1982 Rick was laid off. He received financial assistance from Unemployment Compensation and GE's Income Extension Aid Plan. But when these income sources ran out, he was faced with losing his home.

"I went to see **John Carpenter**, president of IUE Local 901, although I really didn't know what I expected him to do. I guess I was just hoping there was something that would help me out."

Carpenter contacted **Chuck Welch**, manager of communication and relations planning, and the two of them studied the rules of S&SP, explained Rick.

S&SP has provisions for layoff

Welch said Rick was eligible for the S&SP withdrawal provisions for those on layoff. He told Rick he could requalify for the company matching payment he had previously forfeited if he would repay the money he had withdrawn in 1980. This was because S&SP has a repayment provision that applies to withdrawals which result in forfeiture of company matching payments.

If the amount withdrawn is repaid within five years of withdrawal, then the lost GE contribution will be returned to the employee's account.

Rick was able to get a short-term loan from the General Electric Employees Federal Credit Union to make his repayment.

When the repayment was received, the GE matching payment was reinstated to Rick's account.

Elzey regained company matching payment

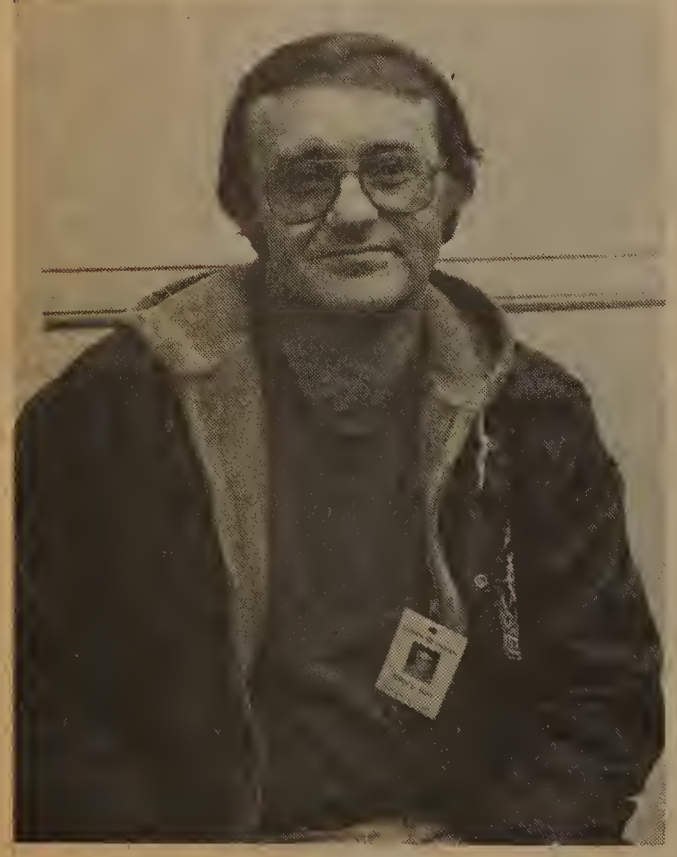
Because he had been on lack of work for over six months, he also was eligible to use one of the qualifying emergency withdrawal provisions of S&SP. This permitted him to withdraw all his S&SP money including the company matching payment.

He withdrew all his S&SP money, repaid the Credit Union, and kept the $1,300 GE matching payment. He was able to use this money to make mortgage payments on the house he was about to lose.

"I couldn't believe it when they said I could get back that money," said Rick. "There I was unemployed with custody of two children. I was able to make my overdue house payments and get my finances back under control."

In January Rick was called back to third shift at Building 27-1. "There's nothing more frustrating than being in a financial bind. It sure is good to be back at work, now. Working makes you feel good, and that weekly paycheck really means a lot. I can pay my bills and have money left over."

As soon as he feels he is a little more financially stable, Rick plans to get back into S&SP. "I want the maximum benefits," he explained.



Rick Elzey qualified for special S&SP provisions which allowed him to receive the $1,300 company match which he had forfeited.

'It sure is good to be back at work, now. Working makes you feel good, and that weekly paycheck really means a lot.'

Radio developed for kitchen use

SYRACUSE — To help increase the sale of GE radios, the Audio Electronics Products Department has developed a new product. It's the Spacemaker Kitchen Companion Radio, an under-the-cabinet unit.

Its introduction illustrates how GE uses market research to stay ahead of the competition. About 25% of the 25 million radios sold annually end up in the kitchen, but up to now not one of them has been specifically designed for the kitchen.

This new AM/FM radio contains a clock, a programmable appliance outlet and a countdown kitchen timer. It has passed severe quality checks — being subjected to steam as well as vapors from concoctions of lard, corn oil, and vinegar.

July 4 Scramble sign-up under way

Tee times for the GE Club four-man Florida Scramble will begin July 4 at 7 a.m. at the Cedar Creek Golf Club.

Entry fees are $4 per entrant or $16 per team. Entry fees are to be paid to **Greg Olwine**, Building 4-6, no later than June 22.

Names of all four team members and their GE league average or estimated nine-hold average must be reported when entrants call to reserve tee times. Golf carts may be rented through Cedar Creek, 627-5623. Green fees are to be paid at the course.

Handicaps are based on the lowest three averages of the foursome as follows:

Total	HDCP	Total	HDCP
114-119	0	138-143	4
120-125	1	144-149	5
126-131	2	150-up	6
132-137	3		

Interested golfers should form their teams and call soon for their preferred tee time, said Olwine.

GE Club bowling alley lists summer hours

For the summer months, the GE Club bowling alley and snack bar will be open daily from 11:30 a.m. to 1 p.m.

The Employee Store will be closed June 29 for inventory.

Courtesy discounts available for cordless phones

Employee courtesy discounts are available on the GE Voyager Cordless Phone, model 2-9650.

The phone has a two channel privacy switch which helps prevent interference from a neighbor's cordless phone. The phone's Anti-privacy Security Code System helps block unauthorized use of the system by other nearby cordless phones. It may also be mounted on a wall.

Discounts are eligible on purchases made from a retail dealer made between May 7, 1984, and Aug. 31. 1984.

The phones are available at the Employee Store for $89.95 while supplies last.

Employees should bring proof of purchase and complete a Courtesy Discount Claim Form available in employee relations offices or in Building 18-1.

Employees may purchase up to three units for their own use or by members of their immediate family living in their household or dependent on the employee for support. Employee discounts do not apply when units are purchased as gifts.

GE to hold auction Saturday at Taylor Street

GE will hold an auction Saturday, June 9, at 10 a.m. at Taylor Street. Several "surplus" items will be sold. Included in the auction are test equipment, a forklift truck, desks, filing cabinets, a shop vac, a key making machine, lubricants and fans.

CIMD group organizes pool party June 29

The CIMD Salaried Organization, formerly known as the GPM Management Club, will have a pool party June 29 from 9 p.m. to 12 a.m. at Canterbury Green, St. Joe Rd.

Active employees and retirees who are members may bring one adult guest. The cost is $2 per person. Reservations can be made by contacting **Bonnie Wolf**, Building 4-4, Ext. 3702.

Adlets

RIDE WANTED

TO AND FROM IPFW for 5:30-7:30 p.m. class, Mon-Thurs, second summer session. 422-9779.

FOR SALE

10 PC. SET COOKWARE, Ecko, $25. 444-6603.

23' TRAVEL TRAILER, very nice, best offer. 747-5463.

ANTIQUE TRUNKS, 2, $50, & $60, aft. 4 p.m. 426-9840.

GIRL'S AUSTRIAN SEARS BIKE, blue, good, $20. 432-3305.

STRAWBERRIES, you pick, picking now, 10699N-200W, Hunt. Co. 1-344-1136.

AIR CONDITIONER, 11,000 BTU, like new, $175. 456-4079.

COMBINATION WOOD STORM/SCREEN DOOR, ex. cond., bargain price. 485-6193.

WOOD FRAME AQUARIUMS, 2, complete — 40 gal., $125; 29 gal., $100. 426-7426.

MINI-CAR, new, 4 cyl, 3 HP, gas, value $800, sell for $595 or best offer. 483-0652.

STARCRAFT CAMPER, slps 8, propane stove, ice box, sink, add-a-room tent, $1,200. 747-5461.

GE REFRIGERATOR, 21 cu. ft.; GE built-in oven. 432-9147.

LUGGAGE, men's two suiter, Amer. Tourist, new, $20. 422-5671.

5 PC. GLASS TOP DINETTE, smoke back chairs, wht seats, $75. 456-8384.

'80 KOUNTRY AIRE FIFTH WHEEL, 35', lots of extras. 1-693-3879.

250' WOOD FENCING and other lumber. 489-9453.

COLLECTOR ITEMS — Old Time and Readers Digest magazines, 50¢ each. 747-5487.

4 HP JOHNSON OUTBOARD w-remote three gal. tank, $225. 744-3041.

METAL SHELF UNIT, five tier, call aft. 5 p.m. 639-6477.

BED FRAME, box springs, mattress; 10 spd. Huffy bike, for parts. 749-4130.

MOVE RIGHT IN, 2 story older home, bsmt, comp remodl inside, $27,500. 432-8926.

ORIGINAL CABBAGE PATCH DOLL in red romper, $65. 432-3309.

'71 TRIUMPH BONNEVILLE, 650CC, stock cond. 422-3626.

PORTABLE SMITH CORONA TYPEWRITER, manual, in case, ex. cond., $40; men's 16 lb. bwl ball & bag, $15. 747-3871.

CEMETERY LOTS, 3, Greenlawn Pk, $875/all or $300/each. 745-7261.

LOTS & VAULTS, 2, Highland Pk. Cemetery. 424-2457.

'78 PONTIAC SUNBIRD, clean, fuel efficient, $1,800. 484-3694.

BABY GRAND PIANO, $700. 485-8030.

REFRIGERATOR, 2 dr., top frzr, good cond. 747-2097.

'73 CHEVELLE MALIBU, 350 V-8, ex. shape, new paint, top, exhaust, tires, seat covers, 2 door. 744-0865.

INNERSPRING MATTRESS & springs, full sz., $40. 432-3695.

CULLIGAN MARK 412 WATER SOFTENER, ex. cond., $350. 639-3306.

AIR CONDITIONER, $100; stl bltd Goodrich tire, 78x14, new, $30. 426-4485.

CEDAR POINT TICKETS, 2; good through June, 2/$17. 485-9179.

WANTED

USED DRAPES, 48"x84", two or three prs. matching, plain colors, reas. 747-0381.

ELECTRIC START OUTBOARD MOTOR, 25 HP or larger. 485-7424.

LIONEL & AMERICAN FLYER TRAINS, any cond. 1-724-8011.

STEP BUMPER FOR '74 CHEV C-10 PICK-UP TRUCK. 638-4425.

FOR RENT

FLORIDA VACATION COTTAGE, near Englewood, gulf side, furn., by wk or mos., avail. 7/22 through 8/26. 627-3431.

FREE

GUTTER, 5" molded box, 20'. 485-8249.

In memory

Herman F. Mielke, 1115 Home Ave., died June 3. He was an annealing oven operator at Winter Street prior to retiring in 1967.

Talitha B. Schultz, 811½ Union St., died June 3. She was an insulator in Building 17 prior to retirement in 1977.

Nellie B. Johnston, Churubusco, died June 2. She was a stator stitching machine operator at Taylor Street prior to retirement in 1968.

Williadean Rathert, 8613 Aboite Center Rd., died June 1. She was a time clerk leader at GPM Taylor Street prior to retiring in 1973.

Leona M. Fuller, 2936 Gay Street, died May 30. She was a machine operator at GPM Broadway prior to retiring in 1977.

Elex calendar — July

2 - Paritizan Chapter Board meeting, 11:30 a.m., MCL Cafeteria, Southtown Mall.

11 - Pen-El Chapter potluck and meeting, 11:30 a.m., Lakeside Park, Lake and California Ave.

12 - Honor-Ettes Chapter Board meeting, 11:30 a.m., Hall's Guesthouse, 1313 W. Washington Center Rd.

17 - Partizan Chapter potluck and meeting, Alice Hahn's cottage on Coldwater Lake.

18 - El-Par Chapter luncheon and meeting, 11:30 a.m., Duff's Restaurant, Southtown Mall.

20 - Quintus Chapter meeting, 1 p.m. Shawnee Library, Noll Ave.

23 - Honor-Ettes Chapter meeting, 1 p.m., Salem United Church of Christ, 2401 Lake Ave.

Softball

Mid season standings (as of 6/6)

	Won	Lost
Brothers Screen Prints	8	0
Decatur	6	2
Hager's Hogs	3	5
Thirsty Horde	3	5
Foul Balls	0	8

June 6 results

Hager's Hogs 13, Foul Balls 1; Hager's Hogs 8, Thirsty Horde 6; Decatur 7, Hager's Hogs 5; Brothers Screen Prints 8, Foul Balls 2.

Golf

Women's Monday night golf

Low scores:
Barbara Pritchard 47, Jan Medaugh 48.
Low putts:
June Cooper 13.
Chip-ins:
June Cooper, No. 4 for a par.

Men's golf

Low scores:
Brookwood — Lynn Bradtmueller 39, Gary Sykes 40, Dick Parlow, 40.
Colonial Oaks — Roy Brokaw 36, Larry Shindeldecker 38, Dick Colpetzer 39.
Foster Park — Eben Cobb 39, Don Stauffer 42, Larry Shindeldecker 39, Gary Pickett 39.
Birdies:
Brookwood — Lynn Bradtmueller, Lloyd Grider, Bob Smetana, Virgil Hiatt, Larry Loe, Fred Whelchel, Gary Sykes, Dick Parlow, Jack Starwalt, Stan Antalis, Stan Reidenbach, Jerry Pieper.
Colonial Oaks — Larry Shindeldecker, Roy Brokaw, Dick Colpetzer.
Foster Park — Eben Cobb (2), Morrie Travis, Dick Grote.
Sandbagger of the Week:
Greg Bieberich — 10 strokes under his average.

***ADLETS**
GE NEWS BLDG. 18-3
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☐ Wanted ☐ Riders Wanted
☐ For Rent • ☐ Lost
☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form **by noon Friday** for publication Thursday. You may submit only one adlet per issue of the **GE News. No more than 40 letters per Adlet, please.** Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

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The item(s) referred to in this ad are in no way connected with any business venture

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Food Drive sets new record

With contributions of 5,530 pounds of food and $4,068.88 in cash, Fort Wayne GE employees topped last year's totals in giving to the Food Bank Drive held last Friday. Last year's one-day drive netted 4,807 pounds of food and $3,309.68 in cash.

"The large contributions to the community in food and cash made by GE employees is something to be proud of," said Rev. Vernon Graham, chairperson of the Associated Churches, which sponsors the Food Bank program.

The food will be given immediately to Fort Wayne area families who need an emergency supply of food. Food will be purchased at wholesale or lower prices with the cash. Contributions like those from GE employees go to the Food Bank, which provided about 40,000 meals in May to about 1,100 local families.

Ray Tkach, a member of the Public Affairs Committee for the Fort Wayne Chapter of the Elfun Society, organized the food drive with leaders of IUE Local 901 and IAM Lodge 70.

Volunteers listed

IUE Food Bank Drive volunteers included **John Carpenter**, president; **Ed Starks**; **Ron King**; **Ron Fee**; **Randy Simmons**; **Ron August**; **Larry G. Lock**; **Ron Camp**; **Ken Johnson**; **Mike Bultemeier**, coordinator.

The IAM volunteers were **Bill LaVigne**; **Jim Schmitt**, coordinator; **Dennis Sherman**; **Dave Bailey**; **Mike Mozzone**; **Fred Springer**; **Dave Bolyard**; **Darlene Shibley**; **Doug Shafer**; **Bob Riem**; **Terry Riecter**.

Other coordinators were **Willie French**, **Mearv Ruhl**, **Donita Mudd**, **Jack Hughes**, **Doug Pipes**, **Karen Lehman**, **Fred Andrews**, and **Casey Keister**.



Rev. Vernon Graham (left) of the Associated Churches, was happy to receive checks from Jim Schmitt, IAM Lodge 70 president, Mike Bultemeier, grievance representative for IUE Local 901, and Ray Tkach, a member of the Public Affairs committee for the Elfun Society.





GE employees who volunteered included (top) Casey Keister, Ron August and Dave Bolyard; (bottom) Ron King, Fred Springer and Larry Lock.

GE named one of the 'Best Companies to Work For'

A "Best Company to Work For" Award has been presented to General Electric by Milton Moskowitz, co-author of the book, "The 100 Best Companies to Work for in America." The book cites GE as one of the country's best employers.

In evaluating GE as an employer, Moskowitz gives GE high marks for its pay, benefits, ambience, and opportunities for individuals to get ahead. The book especiallty cites the GE Crotonville, N.Y., management training facility and its Advanced Course in Engineering as key sources for future company leaders.

It adds that during any year many thousands of GE employees are enrolled in company-paid education courses under such benefits as Tuition Refund, Individual Development Program, or training courses offered in the company's 200-plus plants across the country.

The book points out that GE has a workforce that boasts 15,000 technical degree holders, and 1500 of those hold Ph.D.'s. The company has 50,000 patents, adds 900 a year, and operates one of the world's most prestigious private scientific research facilities in its Research & Development Center in Schenectady.

The book cites GE encouragement of minority employment. It reports that Black Enterprise has voted GE one of the 10 best companies for blacks to work for. In 1983, minorities accounted for 11.3% of the General Electric U.S. workforce. One out of every four employees was a woman, and one out of every five (entry level) engineers was a woman.

General Electric is the largest employer described in the book. In presenting the award, Moskowitz said, "You at GE are shining examples of how older, more-traditional companies can continue to prosper in this changing environment while maintaining humane standards."

The book says GE maintains momentum that wouldn't be expected of the third largest employer in America. It quotes Chief Executive Officer Jack Welch as saying, "We want GE to be a place where the bias is toward action — a high-spirited, world-class enterprise that uses the resources of a larger company, but moves with the agility of the youngest and the smallest."

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Super-slim. Only 21mm thin. Slip it in your pocket or clip it on your belt for private FM stereo listening anywhere with lightweight stereo headphones. Slide-rule dial scale, left/right Volume controls, LED stereo indicator, built-in AFC reduces FM drift.

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General Electric News

JUNE 21, 1984 — FORT WAYNE, INDIANA — VOLUME 66, NO. 25

Sector executive stresses importance of technology
Story on Page 4.

Energy $aver™ motor strong product for CIMD

The Energy $aver™ motor is exhibiting the strongest growth in the Commercial & Industrial Motor Department's integral horsepower motor market.

That's the opinion of **Terry Gautsch**, manager of marketing at CIMD.

The product idea was developed by the Specialty Motor Department during the oil crisis years. In the late 1970s, CIMD design engineer Walt Martiny applied the Energy $aver™ design concept to CIMD motors to attract new customers.

Promotion for the product began in 1980 with a multi-media advertising campaign. Energy $aver™ advertisements were viewed on national television during TV specials sponsored by GE.

Since 1980, Energy $aver™ motor sales have grown despite the fact that the entire motor market has become smaller.

Marv Bell, manager of field sales operation for the Component Sales Department, said the Energy $aver™ motor is exhibiting the strongest growth in the integral horsepower motor market, outperforming the overall market several times over.

"Most of our customers are seeing that although the Energy $aver™ motor may cost more to buy initially, they save money in the long run with the energy savings," said Bell.

Since 1980, Energy $aver™ motor sales have grown despite the fact that the entire motor market has become smaller.

A typical 25 horsepower Energy $aver™ motor may cost the customer about $300 to $400 more than a convention motor, but the energy savings could amount to over $4,000 in 10 years.

"Overall, Energy $aver™ motors may save as much as 10% of the energy used. That can add up to a lot of money for many of our large industrial customers who have thousands of motors which run continuously," said **Jeff Cosman**, manager of user sales at CIMD. "Many of our customers who deal in process industries, like paper and chemicals, need to take every penny out of their production costs to be competitive," added Cosman.

Energy $aver™ motors typically are produced for pumps, compressors and air movement equipment.

"CSD has a key role in developing the Energy $aver™ distribution network," said Bell. "We have selected key distributors who take the motors to process users in their areas. The key is being selective. It takes special skills and training to apply the motors and to explain the financial justification of buying them to the customers.

"CSD and the Energy $aver™ distributors have been successful in replacing old, economically obsolete standard motors with new, high efficient Energy $aver™ motors with several large users, including the General Electric Company," added Bell.

"Besides being a good product for CIMD and saving production costs for CIMD customers, we're saving energy for people around the country," said Bell.



Ron Amick, an inspector at Winter Street, checks the shaft length of an 180 frame Energy $aver™ motor made at the Winter Street plant.

How pay increases roll up benefit values

Example: Employee, age 42, 20 years of service, earning $20,000.

Benefit	Before increase	After increase	Annual net gain
Pay	$20,000	$20,704	+$ 704
S&SP (based on maximum company matching payment of 3½%)	$ 700	$ 725	+$ 25
Employee Stock Ownership Plan (credits to be made in 1985 based on 1984 pay)	$ 100	$ 104	+$ 4
Pension (This amount, based on the career average formula, would be paid annually for the pensioner's lifetime or for at least five years, whichever is longer. If paid for five years, the increased benefits would total $84.50; over 20 years, the increased benefits would total $338.)	—	—	+$ 17
Increases in insurance coverages			
GE Life Insurance	$40,000	$41,408	+$1,408
Accidental Death and Dismemberment (loss of one limb or sight of one eye)	$20,000 $10,000	$20,704 $10,352	+$ 704 +$ 352
Long Term Disability Insurance for hourly employees (for a one year period based on the plan provision that combined income from LTDI, Social Security, Worker's Compensation and any government benefits will equal 50% of pay. The cost in this example would increase by $8.10 a year,for an employee with less than 14 years of Pension Qualification Service.)	$10,000	$10,352	+$ 352
Long Term Disability Income Plan for nonexempt employees (Any Social Security and other government benefits would be in addition to this amount. The cost goes up with increases in coverage.)	$ 5,000	$ 5,176	+$ 176
S&SP Life Insurance (Based on election of lump sum payment to beneficiary)	$86,800	$89,855	+$3,055

The amount by which benefit values will increase for a particular employee may depend on earnings, age, service, enrollment in optional plans and other factors, depending on the benefit plan provisions. This example is intended to show how pay increases affect the total value of GE jobs — benefit values as well as pay. All values have been rounded to the nearest whole dollar.

Pay, benefit values to go up

For the fifth time in two years, pay rates for hourly and nonexempt-salaried employees will increase next Monday. This pay boost will also roll up the value of those employee benefits which are linked to an employee's earnings.

Pay goes up through a combination of a 3% general increase and a cost-of-living adjustment which adds 5 cents more to hourly rates and $2 more a week to nonexempt-salaried rates. The higher pay will first be noticed in the paychecks to be distributed on June 29 for nonexempt employees and on July 11 for hourly-paid employees.

Benefit values increase

Benefits values which automatically increase with earnings include the GE Pension Plan, the Savings & Security Program, life insurance, vacation pay, holiday pay, Sick Pay, the Employee Stock Ownership Plan and the Long Term Disability plans.

These five pay increases — and the sixth to come in December — are the result of the three-year contract negotiated by General Electric and the unions in 1982. As a result of this agreement, all pay rates at Fort Wayne GE have advanced substantially more than the nation's inflation rate.

According to **Tom Callant**, manager of compensation, the job rates of hourly and nonexempt-salaried employees at this location will be approximately 16% more than they were before these five increases over the past two years. This underscores the need for continuing productivity improvements in both office and factory, Callant said.

GE pay is competitive

"This latest increase also will keep GE hourly and nonexempt-salaried pay rates very competitive with what other companies in this area pay for comparable work," said Callant. "The automatic increase in the value of benefits adds to the significance of every pay increase received by a GE employee."

GE employee benefits also typically save individual employees hundreds of dollars each year by paying a portion of their medical and dental expenses. For some, this has amounted to many thousands of dollars.

If you have any questions about your job's new pay rate, see your supervisor or your employee relations specialist who has the new rate cards. They are also able to explain the roll-up effect on benefits of this pay increase.

Q&A's . . . about benefits

- Medical insurance after retirement
- Registering securities to cut taxes

Q: What kind of medical insurance do you have from GE after you retire? — *Dorothy Elliott, Building 4-2*

A: If you take early retirement before age 65, your current Comprehensive Medical Expense Insurance will continue to protect you and your covered dependents until the end of the month in which you reach age 65. For dependent coverage, you must continue your contributions — $8.33 monthly.

If you retire at age 65 or older, the coverage will stop at the end of the month in which you retire.

In either case, when coverage under that plan stops, coverage under the Medical Care Plan for Pensioners will be provided for you and your spouse at no cost to you. Spouses not yet 65 and eligible dependent children can continue to be covered under the Comprehensive Medical Insurance Plan if you pay the employee contributions.

The Medical Care Plan for Pensioners is designed to supplement Medicare and provides maximum lifetime coverage of $50,000 for you and your spouse combined. Once you are covered by this plan, you will also have coverage for prescribed medical expenses under the Pensioners Prescription Drug Plan. Your spouse is also covered when he or she becomes eligible.

You can purchase additional hospital expense coverage under the Pensioners Hospital Indemnity Plan. If you enroll, that coverage is effective on the first of the month following your 65th birthday or the first of the month after retirement if you reach 65 before retiring.

Employees who take a vested pension — instead of an early or normal retirement — forfeit the GE insurance benefits otherwise available to pensioners.

Beginning at age 65, Medicare becomes a major insurer for your medical expenses, and GE insurance for pensioners also provides substantial coverage. Special provisions apply to retirees who are disabled at age 65 and to surviving spouses. For more information, see your benefits booklets or your employee relations representative.

These and other benefits of interest to retirees are covered in the GE Pre-Retirement Seminars being offered to all employees age 55 and over. I recommend that all employees attend this very informative program when they are invited.

(Note: To be eligible for the Medical Care Plan for Pensioners, you must have at least 10 years of continuous service and must have been insured under the Comprehensive plan as long as you were eligible during the 10-year period immediately before the end of the month in which you reach age 65 or retire, if later.)

— Homer Jennings, Manager of Benefits

Q: Can I save taxes by registering my GE stock in my child's name at the time of the S&SP distribution? — *Karen Prosser, Building 18-4*

A; No. That option is available for U.S. Savings Bonds only, not for stock. If you would like to use this method to reduce your income taxes and save for your child's education, for instance, the time to register U.S. Bonds in your child's name is when you receive your S&SP Distribution Notice. That's the document you receive, usually in September, alerting you that you are to receive a "payout" the following January.

The reason you can save on taxes is that when your bonds are requested in your child's name, interest on the bonds is taxed at your child's tax rate instead of yours. Under the Internal Revenue Service Code, up to $1,000 in interest may be accumulated each year without tax liability. If your child has no other income, he or she could earn up to $1,000 per year on the bonds and pay no taxes.

Here are some suggestions from a U.S. government Savings Bond brochure recently distributed to GE employees:

- Register your bonds in your dependent child's name. You may list yourself as beneficiary, but not as co-owner of the bonds. When the bonds are paid out, they will be in your dependent child's name and owned by the child.
- If the child does not have a Social Security number, you should obtain one from your nearest Social Security Administration office.
- The first year, file a federal tax return in your child's name, listing accrued interest as income. This shows that it is the child's intention to report Savings Bond interest annually. This first year's return establishes intent. No further returns will be necessary unless income in any year exceeds the filing limitation established by the Internal Revenue Service.

Employees are encouraged to seek professional tax advice on such matters before proceeding. — *Doyt Schaadt, manager of personnel accounting*

Q&A's . . . about benefits

Return to: GE NEWS
Bldg. 18-3

My question is _____

_____

_____

_____

_____

_____

_____

_____

Name _____

Location _____

GE Club election of officers June 27-July 13

The annual election of GE Club officers begins next week. Ballots will be distributed to all hourly employees on Wednesday, June 27, and to all salaried employees on Friday, June 29.

Completed ballots should be dropped in time card boxes or returned to GE Club Elections, Building 18-3, by July 13.

The GE Club officers and directors are responsible for the overall affairs of the club, including budgets, activities and policies.

Last year employees voted to amend the by-laws to increase the term of the board's executive officer positions from one to two years. The office of president and second vice president will be two-year terms beginning this year. The 1985 election will begin the two-year term for the first vice president and secretary. Directors are elected for three years.

President



Duane Miller
Plant Protection



Ray Fischbach
Retired

Second vice president



Julia Rhoads
Taylor Street



Bob Lehman
Bldg. 26-3

Recording secretary

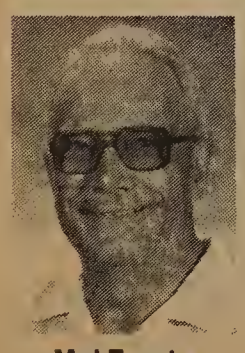


Sally Hoefelmeyer
Taylor Street



Cindy Heffelfinger
Bldg. 26-3

First vice president



Mel Franke
Retired



Mel Day
Bldg. 31-1



Carl Brandt
Retired

Director



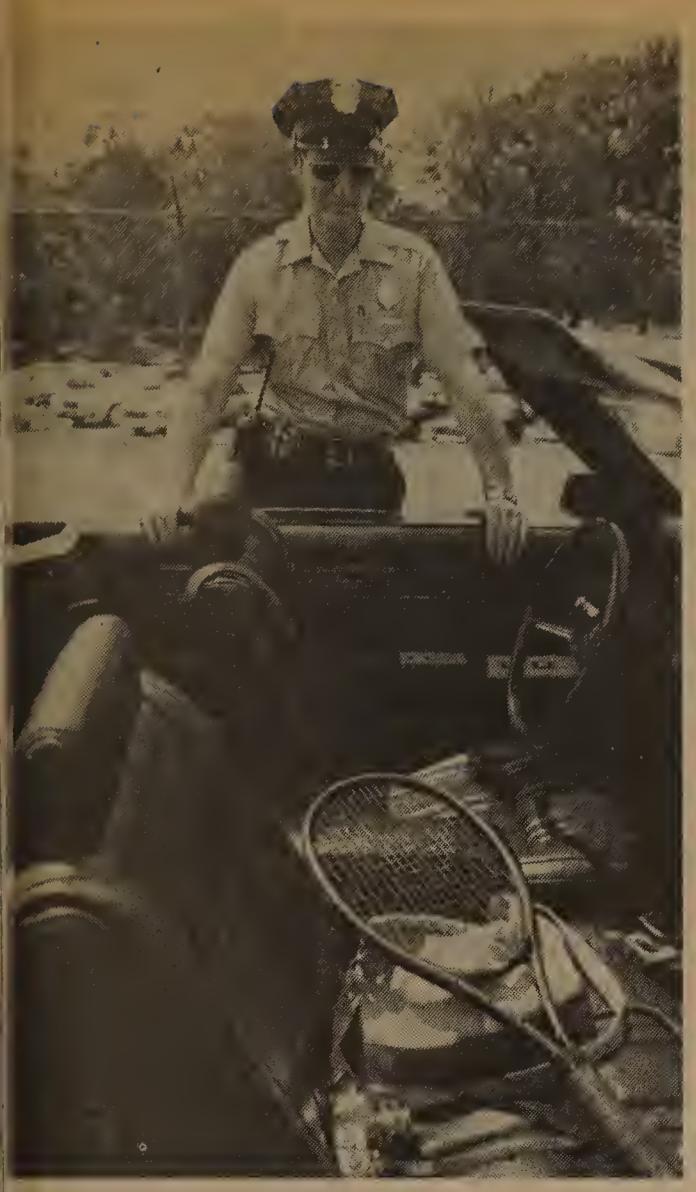
Lois Perrine
Taylor Street



Janet Bullock
Taylor Street



Ruth Bonta
Taylor Street



Plant Protection Officer Wayne Timberman advises employees to put valuables in secure places — not in unlocked vehicles!

Employees advised to lock up valuables

Although plant protection officers patrol Fort Wayne GE parking lots, employees should be careful to lock personal items in the trunks of their cars, advises **Dan Moore**, manager of plant protection and security.

"A few vandalism incidents recently have drawn our attention to the need for employees to take greater security precautions with their personal things," Moore said.

"Thefts from employees' cars do happen," Moore warned. Last month someone broke into an employee's truck and set it on fire. "Valuable items, such as cameras and tools, are often stolen from vehicles. Even a six-pack of pop or sunglasses get taken," said Moore. He also said three to four cars are stolen from GE lots each year.

"The best prevention is to remove temptation," he added. Moore advises employees to:

- remove ignition keys from the car;
- lock all doors and roll up windows;
- don't leave articles such as purses, 8-track or cassette tapes, clothing or other valuable items in cars where they can be seen. Lock them in the trunk or leave them at home.

"We want to help protect employees' cars on company property," said Moore. He also said employees can help the plant protection officers by reporting unusual activity they see in the lots.

Moore said city policemen also patrol the parking lots at night.

"We want people to be able to go to their jobs each day and not worry about their cars," Moore added.

Walt, Osborn exchange locations

Effective June 25, **Bob Walt** and **Dave Osborn**, supervisors of plant protection, will be exchanging plant location responsibilities. Walt will be supervisor at Taylor and Winter streets, and Osborn will be supervisor at Broadway.



Bob Walt



Dave Osborn

Elex convention Oct. 5-7

The 1984 GE Midwest Women's Club Convention will be hosted by the Generalettes Club Oct. 5-7 at the Cincinnati Marriott Inn at Cincinnati.

The reservation deadline is July 17. The registration fee is $50. Elex members for 1984-85 and life-time members are eligible to attend the convention. Phone the Elex office, 428-3241, for a registration form.

Quarter Century Club outing Sept. 8

The annual Quarter Century Club outing is scheduled at the Memorial Coliseum for Saturday, Sept. 8. Those with 25 or more years of service should watch future issues of the GE News for reservation forms.

Adlets

RIDE WANTED

TO & FROM IPFW, 5:30-7:15 p.m. class, Mon.-Thurs., second summer session. 422-9779.

Golf

Men's Golf
Week 24

Low scores:
Brookwood — Scott Gray 39, Bob King 40.
Colonial Oaks — Dick Colpetzer 40, Bill Green 40, Dick Mills 40.
Foster Park— Dennis Erxleben 42.

Birdies:
Brookwood — Scott Gray, Jack Starwalt, M. Byrne.
Colonial Oaks — Bill Green, Ted Lauterberg 2), Mike Fuller, Dick Mills (2), Dennis Erxleben.
Foster Park — Stan Ketzler.

Deadline for July 4 Scramble sign up: June 22.

FOR SALE

GARAGE SALE, 6/23-6/24, 9-4 p.m., 2921 Sandpoint Road.
THREE BEDROOM HOUSE, Florida room, frpl, fmrm, garage, New Haven. 749-2540.
ESTATE/PORCH SALE, antique chest, beds, appliances, tools. 1221 California Ave. 9-6 Friday.
GE CONSOLE STEREO, $50. 484-5030.
FIVE PC. TV TRAY SET, $10; formal serving trays, 3, $10 ea.; purse, $5. 485-0102.
HOME, Leo area, 1,800 sq. ft., 2½ car garage, barn, pond, orchard, $59,000. 627-5128.
BOYS' THREE PC. SUITS, szs. 8 & 16, like new, $25 ea. 639-3565.
STORM DOOR w-screen, alum., 29"x80". 424-6194.
15 GALLON AQUARIUM, $5. 447-4751.
'82 HONDA NIGHT HAWK, 650 CC, low mileage, ex. shape, blue. 747-0033.
'76 HONDA CIVIC, runs good, new engine, needs body work, call aft. 5 p.m. 639-3101.
STARTER HOME, 2 story, nice, clean, must see to apprec., price negot. 432-8926.
STRAWBERRIES, you pick 50¢ a lb., we pick 75¢ a lb. 1-344-1136.
HORSE, saddle & bridle. 623-3961.
'79 AMC SPIRIT, 6 cyl., bwn w-tan interior, good cond. 745-3445.
GRAVE LOTS IN LINDENWOOD, 2, good loc., must sell, $450. 489-5257.
'77 YAMAHA MOTORCYCLE XS-400, 3,700 miles, ex. cond., $400. 485-2520.
LARGE HOUSEPLANTS, nice, large; chess table & chairs. 493-2931.
PFLUEGER ELECTRIC FISHING MOTOR, 3 spd., like new. 432-2308.
LIVING ROOM CHAIR, dk blue, like new, $50. 447-4066.
'76 PONTIAC BONNEVILLE, tan w-wht top, ps, pb, air, tilt, cruise, AM-FM stereo, $1,700. 672-3992.
GE CB RADIO, Model 3-5869A, antenna & access. 447-6044.
AQUATEK WATER CONDITIONER, $50. 747-2583.

WANTED

SCHWINN AIRDYNE EXERCISE BICYCLE & pulse rate indicator. 432-2948.
LIONEL & AMERICAN FLYER TRAINS, any condition. 1-724-8011.

FOR RENT

APT., SW, unfurn., appls, porches, basemt, laun facil., garage, prefer adult, $165. 747-0241.

FREE

BROKEN CONCRETE FOR FILL. 745-7145.

SERVICE

SWEETCAKES THE MAGIC CLOWN, live animals, comedy & more, all ages & reasons. 745-1545.
CONCRETE CONSTRUCTION, replace/repair, call aft. 6 p.m. 446-5643.
CONTINUOUS GUTTER & SIDING, free est. 627-2858.

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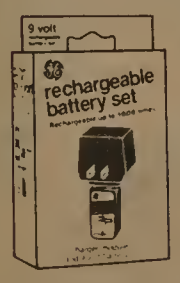
Mary M. Green, 1120 Cass St., died June 11. She was a hydraulic press operator in Building 4-4 prior to her retirement in 1983.

Edward H. Thiele, 14311 Thiele Rd., died June 11. He was a salvager at Taylor Street prior to retiring in 1966.

Paul F. Bender, 4019 Westland Rd., died June 6. He was a grinder in Building 17-2 prior to retiring in 1975.

Henry W. Tomlinson, Iowa, died May 7. He retired in 1959.

Battery Sets



RSAAA
$8.99



RSC, RSD, RS9
$9.99

GC9B, 2GC2, 2GC3
$6.99

2GC1
AA
$5.65

2GC3A
AAA
$5.99

Chargers



$11.99
BC4 Charger



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***ADLETS**
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INDICATE TYPE OF AD HERE:
☐ For Sale • ☐ Ride Wanted
☐ Wanted ☐ Riders Wanted
☐ For Rent • ☐ Lost
☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form **by noon Friday** for publication Thursday. You may submit only one adlet per issue of **the GE News. No more than 40 letters per Adlet, please.** Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture

_____
Signature

Advanced technology key to business strength: Baker

"Fort Wayne GE businesses are in a world business with world class competitors. Domestic businesses no longer exist," said Jim Baker, executive vice president and senior executive of the Technical Systems Sector.

Baker spoke to Fort Wayne GE managers at an Elfun Society meeting last week. Fort Wayne motor businesses are part of Baker's sector.

GE competitors are improving their technology to lower their product costs, said Baker. "Also, the wages some competitors pay unskilled employees in the Philippines are 60 cents an hour and 59 cents an hour in Malaysia. It's tough to compete with that in Fort Wayne."

Technology key to industrial leadership

To remain a strong industry leader, Baker said, businesses must use and sell technology. He used short films of new products within GE to illustrate the use of advanced technology.

Included was a film about the Programmable™ Motor, which engineers in the Electronic Technology Operation in Building 19 and the Specialty Motor Department helped to design. Baker said the use of the electronic microchip with a motor has the potential to save older businesses from decline.

Another film highlighted the Aircraft Engine Business. Baker said advancements in industrial electronics helped GE to earn the recent government contracts for aircraft engines. "We won those orders on the factory floor," he explained.

Other film clips illustrated a mobile phone system, a magnetic resonance machine used in hospitals as a diagnostic tool, and an advanced weaponry system for the Royal Dutch Navy called a "Goalkeeper."

Competitive edge comes from technology

"Every business within GE — from refrigerators to motors to aircraft engines — requires the competitive edge that comes from technology and a management team that knows how to use it," said Baker.

"I know you've been going through some temporary share losses and work force reductions here. It's the kind of loss of jobs — due to lost market share — that we as managers should do everything in our power to avoid," he said.

Referring to GE's recent sale of unprofitable businesses such as the housewares business, Baker cited Chief Executive Officer Jack Welch's commitment to GE being number one or number two in every business it is in. Baker said, "Why can't an enormous company compose itself of nothing but fast moving, high growth businesses? Why does big have to mean slow?

"We're investing heavily in new technology to service markets like yours in Fort Wayne. We're leaner, but at the same time, we're stronger.



Jim Baker, executive vice president and senior executive of the Technical System Sector, emphasized the growing need for technological advances in his speech to the Elfun Society.

We're transforming a company that used to pride itself on steady progress to one that is impatient with anything less than quantum leaps," Baker added.

Secretary volunteers for classical music radio program

During the week, **Maggie Slack** is a secretary in the employee relations office of the Commercial & Industrial Motor Department at Taylor Street.

But on the weekends, she is an "on-air volunteer' for radio station WBNI FM 98.1. Maggie hosts her own radio program from 5:05 p.m. to 7:30 p.m. on alternating Saturdays. "Listeners' Choice" is the classical music station's only all-request program.

Because the program is broadcast live and plays listeners' requests, Maggie said that the program is particularly demanding. "You have to do a lot of careful timing. You have to group requests into your allotted time slots, or, if you don't receive enough requests to fill a program, you do some quick programming on your own."



Maggie Slack, employee relations secretary at Taylor Street, will play your favorite classics on her WBNI program on alternating Saturdays.

Maggie finds the volunteer job challenging. "While you're speaking into the microphone, you have to watch all of the controls. It's like driving a car and having to do several things at once."

But learning to do all those things at once was a gradual process. "The first couple of weeks I watched. Then I began cueing records and threading tape," she explained. "But I really didn't think I had any interest in being on the air."

Maggie started as a listener

Maggie's connection with WBNI began as a listener. "Once I found out that classical and jazz music were available in Fort Wayne, I got hooked. I really enjoy attending concerts, but you can't tune into them just anytime like you can the radio," she explained.

Last year, with a lot of prompting from friends, she decided to become a WBNI volunteer to type and work on mailing. Instead, she soon found herself being trained to be an on-air volunteer.

Although she played the violin in her high school orchestra, her only contact with music in her adult years was at her church, where she is active in vocal music and teaches Sunday School.

Maggie is one of 85 volunteers

WBNI is one of the 18% of the public broadcasting stations nationwide which is entirely financed by listener pledges. The 31,000 watt station, which broadcasts daily from 6 a.m. to 12 a.m., has about 85 volunteers and a paid staff of five employees.

"People want that kind of music available, so they volunteer," explained Maggie. Station officials estimate their listening audience averages 25,000, with a signal which now reaches into Ohio and Michigan.

The good feeling she gets each week after her program is what keeps Maggie going back.

In fact, she spends several hours at the station each week preparing programs or substituting for other volunteers.

"After my show each week, I think: 'Wow! I did it again,'" she said. "I can't believe I'm doing this.

"I love being on the air. It's so much different than motors or church. And I love my job at GE. But when 4:30 comes each day, my other life starts."

$20 courtesy discount available on cordless phones

An employee courtesy discount of $20 is available on the GE Voyager Cordless Phone, model 2-9650.

Discounts are eligible on purchases made from a retail dealer made between May 7, 1984, and Aug. 31, 1984.

The phones are available at the Employee Store for $89.95 while supplies last.

Employees should bring proof of purchase and complete a Courtesy Discount Claim Form available in employee relations offices or in Building 18-1.

Up to three units

Employees may purchase up to three units for their own use or by members of their immediate family living in their household or dependent on the employee for support. Employee discounts do not apply when units are purchased as gifts.

Medical; dental claims due June 28

June 28 is the deadline for turning in 1983 medical claims at the Winter Street claims office. **Rick Helwig**, manager of insurance claims disbursements, said employees should be careful to complete the entire claim form.

One claim form should be used for each insured person, although several bills for that person may be listed on one claim.

Dental claim forms are to be mailed directly to Connecticut General Life Insurance. The address is on the form.

Incomplete forms will be returned to the employee to complete.

General Electric News

JUNE 28, 1984 — FORT WAYNE, INDIANA — VOLUME 66, NO. 26

Fenoglio: Businesses must be cost leaders to survive

In this first of a series, Bill Fenoglio, GE area executive, discusses how Fort Wayne GE businesses have performed so far in 1984 and what's ahead for the motor businesses in 1985.

GE NEWS: How well have our Fort Wayne businesses performed during the first half of the year?

FENOGLIO: The results have been mixed. In general, our GE motor operations that serve consumer markets, such as appliance and air conditioning, are doing well. They are driven by housing construction, consumer confidence, weather, replacement demand and improving employment levels.

In contrast, our Fort Wayne businesses primarily serve commercial and industrial markets. These markets traditionally lag an economic upturn, and they have certainly done that in this recovery.

Another factor affecting our Fort Wayne businesses is that there has been a permanent offset in some of our industrial markets because of the many plant consolidations — like our very own — that have taken place in many industries we serve. As businesses throughout America consolidate plants to eliminate excess capacity, they permanently eliminate part of the market for replacement motors.

As a result of this combination of economic factors, we've had a slight uptrend overall in Fort Wayne, but from a very low base.

GE NEWS: Are we beginning to see any improvement at all in commercial and industrial markets as the recovery continues?

FENOGLIO: We haven't seen improvement on a broad scale, but some markets have been particularly strong. Some of our DC motor markets are very healthy right now, such as golf carts. Some of the small AC business at Broadway is very strong, including motors for business machines and hospital beds. The pump markets, too, have been healthy this year because of the wet weather throughout the East and Midwest. While some of these products are produced at Taylor Street and some at Winter Street, the market strength is mainly in the larger pump motors produced at other GE locations.

The 40 frame industrial business at Taylor Street has made only a slight improvement at best and now appears to be softening. Overall, the commercial and industrial business is ahead of 1983 with fractional horsepower markets stronger than integral markets.

Specialty Transformer has had a fairly healthy year so far.

GE NEWS: Last November we announced a series of consolidations and production changes in the motor businesses to reduce excess capacity and base costs to keep our businesses competitive. What impact will those moves have on the health of our Fort Wayne businesses, and how are they progressing?

FENOGLIO: The process of consolidating Hermetic Motor, Winter Street and some of our Broadway CIMD operations is progressing according to schedule. We haven't seen a dramatic impact yet because we're still in the transition process.

Although these moves are necessary to help reduce excess capacity and keep our businesses competitive, they are not sufficient.

'Our competitors are all hanging on, playing the same game we are: reducing costs, consolidating facilities, going after what business is out there with a vengeance . . .'

GE NEWS: Does that mean the consolidation plans we have announced will not take care of all of the cost problems that we have?

FENOGLIO: The job we have to do is not a one-time job. It's a permanent job. Our commercial and industrial markets have dropped more than 35% over the past four years, and nearly everyone in the motor industry is operating at 40 to 50% of capacity.



Bill Fenoglio, area executive, said Fort Wayne GE businesses must attack all costs to remain competitive. He said GE is continuing to invest in Fort Wayne businesses.

The industry is not making a lot of money, but no one has thrown in the towel yet. Our competitors are all hanging on, playing the same game we are: reducing costs, consolidating facilities, going after what business is out there with a vengeance and sacrificing prices if needed to hold on to market share. In this environment, the cost leader is the only one that's going to survive. We have a particular problem because our base cost structure is noncompetitive, and our wages are often higher than our competitors'.

GE NEWS: How do we address these problems?

FENOGLIO: We have to continue to attack all our costs. This includes base costs, such as excess capacity, depreciation, insurance, and some salary costs. We also have to improve our competitiveness by offsetting Fort Wayne GE wage rates with better productivity.

Another area of concern is rising health care costs. No other cost in our business has risen so rapidly in recent years. We are working with local health care providers to help control these costs, but we also need the support of employees. Our aim is to continue to provide quality health care at affordable costs to our business.

GE NEWS: How are the plans progressing to invest in the Fort Wayne motor businesses over the next few years?

FENOGLIO: We are investing a lot of money in the motor operations that will remain following our announced consolidation. Two examples are the rotor cell project at CIMD Taylor Street and an appropriation I recently signed for about $4.5 million to make our Fort Wayne Wire Mill state-of-the-art. If you have been at Taylor Street lately, you can see evidence of the $62 million investment GE is making to establish the Electronic Controls Department here in Fort Wayne.

(In the second part of this series next week, Fenoglio discusses the long-range outlook for Fort Wayne motor businesses.)



Rob Mikol and Lothar Schachtschneider, manufacturing engineers, work with computers which will be moved to the new computer room at Taylor Street for the rotor cell project. The project is a fully automated rotor manufacturing process that will use state-of-the-art machinery and computer software to control the rotor manufacturing area. The project is a major investment in the motor business by the Commercial & Industrial Motor Department.



This machine is an example of the sophisticated type of computer controlled equipment which will be used in the rotor cell project at Taylor Street. Steven McBride is shown turning a shaft for a 180 frame motor.

Fort Wayne GE's oldest employee to retire July 1



Surprised with a party for his 70th birthday, Bob Shuster (left), a supervisor in Building 4-5, is among those employees retiring July 1. Pat Palmisano, plant manager, presented Bob with presents and a cake from his friends.

"If I didn't have to retire, I probably wouldn't."

That's how Bob Shuster, DC specials supervisor in Building 4-5, feels about retiring at age 70.

After 43 years of service — all of it in Building 4 — Bob will become a pensioner July 1. He turned 70 on June 10.

Fort Wayne GE's oldest employee continued to work until mandatory retirement because he has always liked his job.

"I get satisfaction from a job I like that I can only get by working. I feel good when I go out of here on Friday night, knowing we made our goals. If we didn't, I figure we will do better next week."

Always a runner

Being in good physical condition has allowed Bob to continue working. "I've always been a physical-fitness nut. In addition to push-ups and other things, I used to run one to two miles a day before it was fashionable," he said. In recent years, Bob regularly walked about 12 miles a day. "It just feels good to be in good condition."

Bob returned to work recently after heart surgery in March. But that didn't stop his walking. "I still walk, but not as much — just four or five miles a couple of days a week," explained Bob.

'Retirement: a man's choice'

"I don't believe in a man having to retire. I think it is a man's choice. The Lord didn't create anyone alike," said Bob. "Look at President Reagan. They talk about his age, but it doesn't seem to have any bearing on him. He has to have a remarkable body to stand what he does every day."

Bob plans to shed the bow-tie, which he is known for wearing, and may try traveling or fishing. "No hobby is going to take the place of working. But I'll have to do something."

His wife Eileen, who works for Bob in Building 4-5 as a tester, plans to work the rest of the year.

Bob's friends at GE recently honored him at parties for his birthday and for his retirement.

"The parties are rewarding, but they are also sad. You establish a friendship with the people at work you'd never get anywhere else," he said. "GE has been good to me. I hope I've done GE a good job, too.'

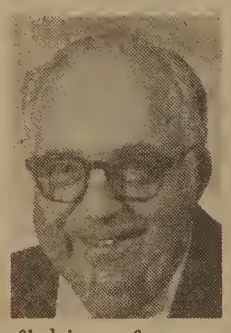
July retirees share plans



Herbert C. Meyer retires with 43 years of service. He started as an apprentice in Building 12-2. He retires as a systems designer at 2424 Fairfield Ave. "GE continues to be a good place to work. I'll miss many co-workers after retirement. With God willing, I'll enjoy family, farm, volunteer work and sports activities."



James F. Linn retires with 43 years of service. He started as a fluorescent assembler in Building 26-3. He retires as a quality control inspector at Taylor Street. "I plan to take one day at a time. I'll miss the nice people I worked with through the years."



Roy W. Molthan retires with 43 years of service. He started as an electrical tester in Building 4-3 and retires as an iron and steel worker for Area Services at Taylor Street. "I plan to do some fishing, farm a little and take a day at a time."



Max E. Jenkins retires with 41 years of service. He started as a punch press operator in Building 19-5 and retires as an inspector at the Wire Mill. "I chose GE because of steady employment and good benefits. I plan to play lots of golf and lie on the beach in Tennessee."

Others retire July 1

Other retirees include the following: **John W. Keck**, 43 years of service, CIMD Taylor Street; **Richard M. Frede**, 42 years of service, STO; **Paul R. Eberhard**, 39 years of service, Building 26-3; **Alton G. Proper**, 33 years of service, CPTO; **Mary C. Rupert**, 30 years of service, CPTO Transportation; **Virginia M. Ward**, 23 years of service, Building 4-4.



Helen L. Johnson retires with 19 years of service. She started as a miscellaneous operator at Taylor Street and retires as a lead operator at Taylor Street. "I enjoyed working at GE, but I am looking forward to retirement to have more time for family and friends."

Charleston plant to close in 1985

CHARLESTON, S.C. — Because the growth in the use of electricity has slowed drastically and reduced the market for generating equipment, the Large Steam Turbine-Generator Department will close its Charleston plant in 1985. Manufacturing will be phased out gradually.

GE management is making a concentrated effort to assist employees in finding other employment. All present 450 employees will be covered by extensive plant-closing benefits and programs. None will have their employment terminated because of this plant closing until at least six months before the day the plant-closing announcement was made.

Israeli Air Force picks GE engine

TEL AVIV — Israel has decided to follow a recent U.S. Air Force decision and will buy the General Electric F110 engine for its next group of 75 F-16 fighter planes.

Israeli Defense Minister Moshe Arens said the GE engines produced by the Aircraft Engine Business Group had been selected over Pratt & Whitney engines that now power their 75 F-16s.

Middle-of-the-week holiday next week

Employees will have a middle-of-the-week holiday next week with Wednesday, July 4, the fourth paid holiday in 1984.

Because most Fort Wayne GE employees have at least four weeks of vacation, many are expected to take paid vacation days near July 4.

In all, employees have 10 paid holidays in 1984. The Labor Day holiday on Monday, Sept. 3, will give employees another three-day weekend during the summer months.

Vacation Shutdown is scheduled to begin for most Fort Wayne GE operations on July 23, about three weeks away.

Plant Protection, OSHA, EPA reassigned

Randy Houlton, manager of the Advanced Technology Operation, recently announced Occupational Safety and Health Administration and Environmental Protection Agency functions will be reassigned. **Don Mohrman**, manager of the Advanced Manufacturing Laboratory (AML), will have direct responsibility for those functions. Plant Protection will report to **Merle Aughinbaugh**, manager of (AML) shop operations and facilities.

These changes in organization are effective July 1. Houlton said, "This reorganization will maintain the company's commitment to improve plant security activities while supporting other vital services in the OSHA, EPA areas."

Problems don't solve themselves.

Ask for help from your Employee Assistance Program — Phone 428-3671

157 employees attend Pre-Retirement Seminars

About 157 Fort Wayne GE employees between the ages of 59 and 69 have attended the first series of Pre-Retirement Seminars which concluded last Saturday.

Since January, **Barbara Bugg**, program director for Fort Wayne, has conducted 10 seminars. Each group met all day on two Saturdays at area hotels. All costs for the seminars are paid by General Electric, and participation is voluntary.



Martha Musselman and Dolores Benzinger, both from Building 17-3, attended the latest Pre-Retirement Seminar. More seminars will be held beginning Sept. 8.

Any employees age 59 and over who haven't attended a seminar may reserve a spot in a fall seminar. "We'll work them in," said Bugg.

No sessions are scheduled in July or August because of vacation schedules. "We'll start up again Sept. 8," said Bugg.

All employees age 55 or older eventually will be invited to attend a seminar. Topics include the personal assessment of retirement needs, income sources, taxes, estate planning and personal planning of leisure time.

Bugg said most of those who have attended become more confident about the timing of when they can retire once they find out the entire scope of GE benefits.

"We try to emphasize planning for taxes because most people's tax status changes once they retire. This is especially helpful to those who have participated in the Savings and Security Program (S&SP) and have a Retirement Option Account (RQA) or a Deferred Pay Account (DPA)," added Bugg.

Bill Fitch, medical technician in Building 21, said, "The seminar reaffirmed by beliefs in investing in S&SP, ROA and DPA. It takes good planning for a good retirement. They teach you a lot of things about taxes which are hard to keep current on."

Martha Musselman, a leading operator in Building 17-3, said, "I appreciate being given the ideas of what to do with the money we've saved for retirement. When you don't follow the stock market all the time, you don't know all those details."



Barbara Bugg has presented Pre-Retirement Seminars to employees age 59 and older. The seminars will eventually be offered to employees 55 and older.

Delores Benzinger, a group leader in Building 17-3, said now that she has gone to a seminar, she would advise younger GE employees to save more in S&SP. Younger people don't realize how much money they could save by retirement."

Bugg said employees learn from each other. "The people at the seminars realize others have the same concerns. That's a real supportive feeling."

Adlets

FOR SALE

79 MUSTANG, 2 dr. hatchback, ex. clean, sunroof, air, ps, pb, auto. trans., AM-FM stereo, $4,300. 493-4862.

ADY'S FIVE SPEED SCHWINN BIKE, 27" whl, ex. cond., $85. 456-1795.

6" BIKE, trng whls, $25; golf clubs, $25; bike toddler seat, $7. 456-2361.

MATTRESS, box springs, twin, $15; 3 pc. boy's suit, sz. 20, $10. 447-5691.

GOLF CLUBS - Wilson woods, McGregor irons, bag, cart, eyes. 456-7494.

CABBAGE PATCH DOLL, $55. 432-3309.

GARAGE SALE, 6/30, 8-6 p.m., 4428 Smith Ave.

ADIES' SHOES & SANDALS, leather, new & like new, sz. 7-1/2 AA & 8 AA. 744-0755.

83 TOYOTA 4x4 SR5 PICKUP, 9,500 miles, 4 cyl., 21 MPG, $9,000. 486-1422.

CARPET, twist, red tweed, good, 13'x19', $10. 749-2494.

0" GIRL'S BICYCLE, ex. cond., $50. 749-9701.

7' WOOD THOMPSON BOAT, $150, call aft. 5 p.m. 749-4290.

3' TRAVEL TRAILER, gas & elec. ice box, canopy, slps 4. 749-0298.

EE INSIDE to appreciate, very cln, 2 story, 2 lg bdrms & bath up, pnty, storage, $27,500. 432-8926.

STARCRAFT CAMPER, slps 8, propane stove, ice box, sink & add-a-room tent. 747-5461.

IDDLER VIOLIN, bow & case. $300. 749-8975.

KITCHEN TABLE & CHAIRS, $40; SRC control and gear motor. 486-6709.

MEN'S SLACKS, new, gray, poly, 36"x32", $14. 424-6826.

GE AIR CONDITIONER, 8,000 BTU, $95. 456-8304.

GARAGE DOOR OPERATOR, $20. 745-2120.

ANTIQUE LIGHTNING ROD; record cabinets; trunks; tools. 745-1467.

JOHNSON MOTOR, Grumman 16' boat w-Dilly trailer, sell as unit. 623-3155.

TIRES & RIMS 3, Ford 5-bolt, G78x15, $12; bumper jack, $5. 445-5863.

SMALL MAPLE CORD ORGAN, $100. 747-0980.

BRASS SWAG LAMP, 13' chain, like new, $25. 747-0885.

HOUSE 3015 Taylor $5,000. 432-6386.

AIR CONDITIONER, $100, exercise bike $60, lawn mower $50. 426-4485.

WARDS SEWING MACHINE, 8 yrs. old, like new, $50. 485-7756.

SIX FAMILY GARAGE SALE, 10211 Arcola Rd., June 29, 30 & July 1.

'72 SUZUKI MOTORCYCLE, 500CC, blue, ex. cond., low mileage. 747-0033.

'71 VW BEETLE, as is, $200. 747-6669.

'56 CHRIS-CRAFT BOAT, 14' Cavalier inboard w-4 cyl. Model B, 80 HP engine. 745-7481.

'82 FORD FUTURA, ex. cond., 4 dr., good mileage, $4,995. 637-6030.

20' HARRIS ALUMINUM PONTOON, 18 HP Evinrude motor. 749-5413.

MARK 55 MERCURY MOTOR, elec. start & controls, $275, aft. 5 p.m. 432-4611.

'76 KAWASAKI KZ 400, w-extras, $550. 447-2867.

'72 FASHION MANOR MOBILE HOME, 12'x65', carport, shed, good cond., $4,000. 489-4314.

TWO LOTS, Cumberland, TN, golf, fishing, hunting, recreation. 485-1174.

LOT, Fairfield Glade, TN, golf, swimming, country club. 422-9796.

WANTED

LIONEL & AMERICAN FLYER TRAINS. 1-724-8011.

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SWEETCAKES THE MAGIC CLOWN — Live animals, comedy & more, all ages, reasons. 745-1545.

FOR RENT

S.W. APT., db home, appl, carpet, bsmt, laun fac., garage, porch, adults, $165. 747-0241.

STORAGE SPACE — room for snowmobile, boats, misc., SW. 672-2737.

SUMMER COTTAGE, Lake James, slps 6, $200/wk; call before 1 p.m. 632-5584.

In memory

Virgil S. Nash, 7515 Bluffton Rd., died June 14. He was a wire drawing die finisher at the Wire Mill prior to retirement in 1969.

Softball

League standings (6/21)

	Won	Lost
Decatur	8	2
Brothers Screen Prints	8	1
Thirsty Horde	4	5
Hager's Hogs	3	7
Foul Balls	1	8

June 21 results

Thirsty Horde 9, Hager's Hogs 5; Decatur 6, Brothers Screen Prints 0; Decatur 7, Foul Balls 4; Foul Balls 8, Hager's Hogs 3.

Golf

Women's Monday night golf

Low scores: June Cooper 46, Donna Webb 48, Barbara Pritchard 45.
Low putts: June Cooper

Men's golf/week 25

Low scores:
Brookwood — Bob Smetana 37, Dick Parlow 39, Dick MacLeod 39.
Foster Park — Larry Shindeldecker 40, Lyle Johns 40, Eben Cobb 39.
Colonial Oaks — Roy Brokaw 35, Bill Green 37, Larry Shindeldecker 39.

Birdies:
Brookwood — Bill Elsea, John Baughan, Dick Hensler, Ed Hagadorn, Greg Olwine, Cal Hapner, Marty Byrne.
Foster Park — Eben Cobb (2), Mike Bufink.
Colonial Oaks — Terry Howdyshell, Bill Green, Roy Brokaw (2), Larry Shindeldecker, Jim Witzegreuter.

NOTE: Bob Smetana shot a 37, 11 strokes under his average, on the back nine at Brookwood with an eagle on hole number 18.

Tee times for July 4 Scramble
Cedar Creek Golf Club

7:00 — Kenney, Acheson, Priddy, Wheeler; 7:07 — Abel, Shaw, Stauffer, Stewart; 7:14 — Bradtmueller, McBride, Sutton, Schoenherr; 7:21 — Olwine, Corry, Windell, Hart; 7:28 — Bashelier, Sykes, Parlow, MacLeod; 7:35 — Kniss, Bresler, Erxleben, Bear; 7:42 — Thurber, Johns, Reas, Tucker; 7:49 — Elliott, Nelson, Riedel, Starwalt; 7:56 — Holmes, Uhen, Smetana, Whelchel; 8:03 — Loe, Steinbacher, McCreary, Jones; 8:10 — Borgmann, Saroff, Burns, Mazza; 8:17 — Powell, Rodenbeck, Hadley, Buckmaster; 8:24 — Badders, Wilson, Coleman, Gerardot; 8:31 — Hill, Pape, Stark, Fogle; 8:38 — Patterson, Fuller, Shimer, Rodgers; 8:45 — Guillaume, Colpetzer, Shindeldecker, Bell; 8:52 — Schrader, Dame, Pipes, Grider; 8:59 — Murphy, Nevers, Sparks, Larue; 9:06 — Gray, Guglielmi, Farnbauch, Baughan; 9:13 — Nord, Walley, Haggenjos, Hirt; 9:20 — King, Hagadorn, Reidenback, Hapner; 9:27 — Beer, Hambrock, Topp, McClure; 9:34 — Baker, Stauffer, Ketzler, Suelzer; 9:41 — Stiver, Keister, Logan, Shoemaker; 9:48 — Coffee, Henry, Senkewicz, Lewers; 9:55 — Hosier, Santizo, Clements, Nelson; 10:02 — Jackson, Spiegel, MacDonald, Kirchhofer.

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INDICATE TYPE OF AD HERE:
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☐ Wanted ☐ Riders Wanted
☐ For Rent* ☐ Lost
☐ Free ☐ Found ☐ Service

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Ads must be received only on this form **by noon Friday** for publication Thursday. You may submit only one adlet per issue of the **GE News. No more than 40 letters per Adlet, please.** Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

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The item(s) referred to in this ad are in no way connected with any business venture

Signature _____

Isabel Alvarez featured on television July 5

Isabel Alvarez, a final assembler in Building 26-1, is known by many of her co-workers at Specialty Transformer as a former professional baseball player. Many also know she came to America from Cuba at the age of 15 to play the game.

Isabel's story will be shown on local cable television channel 10 on Thursday, July 5, at 7 p.m. It will be the first of a 12-part series to be aired weekly through Sept. 20. The series is called "Three Generations of Cuban American Women." The educational series features women from Fort Wayne, Chicago, Miami and New York.

The TV show is about Isabel's life in America. "I came to the United States to play ball, and thank God, I stayed," said Isabel. "In Cuba, my mother always wanted me to be a ballplayer. When I was 13, she took me to a team manager and told him I was a pitcher. His team took me, and when I was 15 he told me I could go to the U.S."

Daisies folded in 1954

Isabel went to Chicago and spent two years touring with a professional team. She was then chosen to pitch for the Fort Wayne Daisies, one of five teams in the All-American Girls Baseball League established by former Chicago Cubs owner Phillip K. Wrigley. Although the team had a big local following, the league was forced to dissolve in 1954 because of financial problems.

After her days with the Daisies, Isabel got a job as a carhop at Don Hall's Drive-in on the Bluffton Road. "I didn't speak very good English. I had a hard time, but people always helped me," she explained.

After becoming an American citizen and making four attempts at getting a job at GE, Isabel went to work in Building 26-1 where she is still working, 22 years later.

"All of my friends worked for GE, and I wanted to also. I was proud to work for a big American company. It was like a dream come true," she added.

She learned from a dictionary

Isabel had no Spanish-speaking friends, so she was forced to communicate in English. She taught herself English by using a dictionary. "Ever since I came here, I have wanted to use good English and to be a good American," she explained.

Although next week's TV program is focused on Cuban women's struggles in America, Isabel claims she herself didn't struggle. "Through God, I made it. Sure, I had a lot of fears, and I got hurt a lot when people made fun of my accent. My language was a problem. What I felt inside, I could not express in words. But my friends here in Fort Wayne would always help me."

Isabel returned to Cuba in 1979 for seven days to visit her family and friends. She had prepared a scrapbook so her mother could read newspaper accounts about Isabel's success at fulfilling her mother's dream. But Cuban government officials seized her scrapbook, and her mother didn't get to see the clippings.

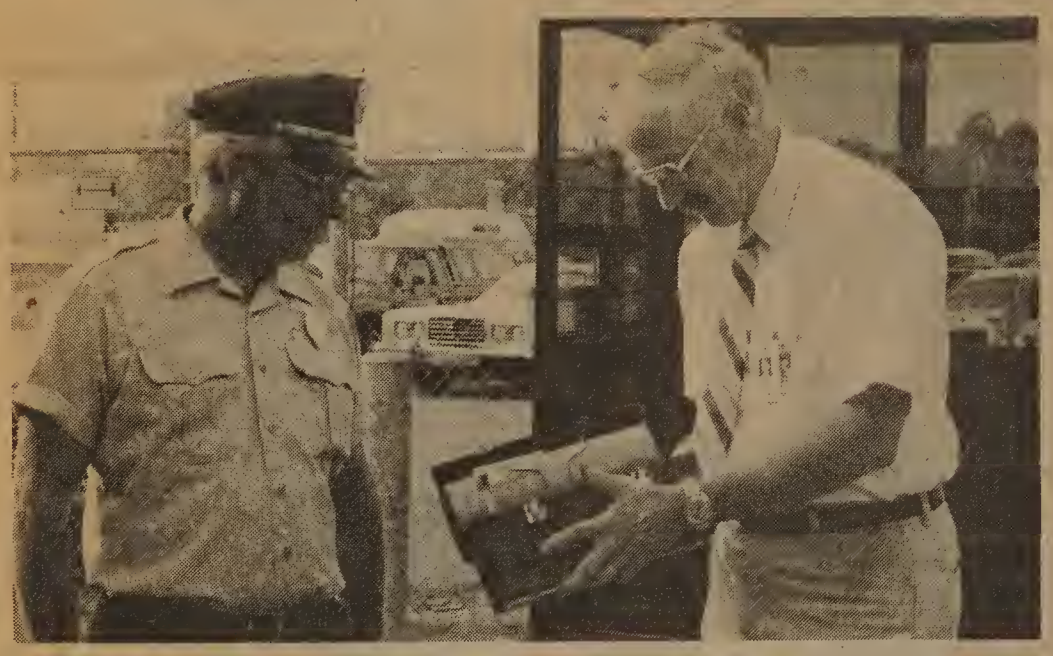
Still a pitcher at heart, Isabel recently joined a women's slow pitch softball team after a nine-year layoff. "Maybe doing the TV show made me want to play again," explained Isabel.

"I still love playing ball, and I'm still proud of my job at GE," she added.



Isabel Alvarez, an assembler in Building 26-1, will be featured on a television program about Cuban American women. The show will be aired on cable channel 10 July 5 at 7 p.m.

Gate check policy requires employee cooperation



Random checks of lunch boxes are a routine part of the gate check policy for persons entering or leaving GE plants. Bill Freiburger (right), model shop supervisor in Building 8-2, shows Dale Getz, plant protection officer, the contents of his lunch box.

Because of several incidents at plant gates recently involving security measures, employees are reminded of the company gate-check policy, which has been in effect for many years.

Plant protection officers are responsible for conducting random checks of vehicles, brief cases and lunch boxes.

"In effect, plant protection officers are implementing a management policy," said **Bill McShain**, manager of union relations. "It is important for employees to cooperate with the officers at these gate checks. Failure to do so will lead to disciplinary action up to and including discharge."

McShain said employees who have a problem with the implementation of security policies should discuss the matter with their supervisor, steward or plant employee relations manager.

"However, any problem — real or perceived — does not provide a staisfactory reason for failing to cooperate with plant security," added McShain.

The gate check policy for persons entering or leaving the plants is as follows:

- Random checks may be made by security officers of such personal items as lunch boxes and briefcases. Unusual packages, such as shopping bags, boxes and coolers, may be checked in every case.
- Personal vehicles leaving from inside gate areas also will be subject to random checks. Security officers may inspect trunks and glove compartments.
- GE's policy is that no one will be singled out. Except for unusual packages, inspections will be on a random basis.

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General Electric News

JULY 5, 1984 — FORT WAYNE, INDIANA — VOLUME 66, NO. 27

Fenoglio discusses future of Fort Wayne GE businesses

This is the second in a two-part series based on an interview with Bill Fenoglio, GE area executive.



Union leaders were instrumental in the decision to locate the Aircraft Engine Electronic Controls Department in Fort Wayne. GE Area Executive Bill Fenoglio (second from right) and union representatives participated in a press conference last November to announce GE's investment in Fort Wayne. Shown with Fenoglio are (from left) Mike Buuck, IAM Lodge 70 negotiating committee chairman; Jim Daughtry, IUE Local 901 business agent; and John Carpenter, IUE Local 901 president.

GE NEWS: I understand you have had some reviews of our business with GE Chairman Jack Welch. What can you tell us about meetings you've had and what it might mean for our businesses?

FENOGLIO: We've had some very stimulating meetings. We shared with Jack our strengths and our weaknesses. We discussed the issues our businesses face, such as foreign competition, vertical integration and a higher cost structure than some of our competitors. Jack encouraged us to take a fresh look at our business strategy and ask: How do we overcome the issues? How do we leverage our strengths? And how do we increase our earnings to the level expected of a core business in the General Electric Company? We have undertaken a major study, using the expertise of outside consultants, to determine what we need to do to remain number one in the motor business.

GE NEWS: GE's overall results have been pretty favorable recently. What have our Fort Wayne businesses been able to contribute to that?

FENOGLIO: The motor business in total is fairly healthy, but it is not equal to the company average. That difference in profitability is magnified when you compare the Fort Wayne businesses alone against the company average. Our Fort Wayne motor operations are not healthy. They tend to drag down the motor business average. The big questions for us are: How do we make our Fort Wayne businesses healthy, and how do we increase our earning power to get us up to what is expected of a core business in General Electric? The company is investing a lot of money in this business and in Fort Wayne, and it expects a good return on that investment.

'The big questions for us are: How do we make our Fort Wayne businesses healthy, and how do we increase our earning power to get us up to what is expected of a core business in General Electric?'

GE NEWS: What will the coming of Aircraft Engine Electronic Controls Department do as far as providing employment for GE people in Fort Wayne?

FENOGLIO: When the Electronic Controls Department gets up to full speed, they'll provide a broader base of jobs in Fort Wayne.

I don't foresee dramatic increases over the next several years, but I think we'll see a slow, gradual upturn. Again, we'll keep operations in Fort Wayne that are healthy and that manufacture products competitively at satisfactory profit levels. If they're unhealthy and we don't see any way to fix them, then we are left with a choice of moving them to another location, or getting out of the business.

GE NEWS: The 1985 negotiations between GE management and the unions are about one year away. What do you think will be the key issues and concerns?

FENOGLIO: We hope to arrive at an agreement that's just for both our employees and the businesses they work for. In Fort Wayne, job security is a key concern. As I see it, the best job security is the security of being with a healthy business that is competitive and that is reinvesting in itself.

In recent years, I think we've seen a major improvement in our employees' understanding of the business realities we face in Fort Wayne. We've certainly seen an improved working relationship with our employees and their union leadership. Good examples of that are the special placement provisions we negotiated with IUE Local 901 that were instrumental in the decision to locate the Aircraft Engine Electronic Controls business in Fort Wayne. That would not have happened without their support. Our unions have also demonstrated positive leadership in supporting the United Way campaign and the Food Bank.

I think the thing I appreciate most — even though we don't always agree — is the unions' willingness and inclination to solve problems at the negotiating table. In our current business situation, walkouts could be very harmful, even deadly.

I have met with the union committees to keep them up-to-date on our business situation and to discuss their concerns about the business.

We're working with them now to study how management, employees and the union leadership can help keep our businesses competitive in Fort Wayne within the framework of the national contract and local supplements.

We are looking for ways to improve productivity and pay people fairly for a full day's work. We expect a full day's work from all our employees, because we absolutely have to have it.

GE NEWS: You take a personal interest in community projects like the United Way and the Food Bank, which broke records from last year. It seems employees really back those programs.

FENOGLIO: The Food Bank is an excellent program. It makes me proud to be associated with people who care so much about those that are less fortunate. And I think our involvement and contribution to the United Way is exemplary. In my contacts with community leaders, GE's good citizenship is certainly well noted and respected by all.

GE NEWS: What about the outlook for the motor businesses for the rest of the decade?

FENOGLIO: It's just going to be a tough competitive environment out there for the next several years, but for our motor business, there are good opportunities.

For one thing, there are a lot of young marrieds in their 30s who are going to be forming households and buying appliances. All the appliances consumers chose not to replace during the 1982-83 recession are now two years older, and many people will be replacing them.

On the other hand, there is a lot of pressure on the commercial and industrial markets we serve from Fort Wayne.

In the years ahead, we need to look for new markets. The new electronically commutated motor (ECM) we've developed can help us gain market share if we are successful in marketing this new technology. Pumps, valves, business machines all can use the features of this new motor. In summary, I see slow growth over the next decade for our business overall, but there is the possibility of accelerated growth in new markets and for new products such as the ECM.

Continued on Page 4.



Manufacturing Studies graduates

June grads of the Manufacturing Studies Program are pictured with Coordinator Carilyn Brown, (standing, second from left). The graduates are (standing, from left), Keith Lontz, CIMD Taylor Street; Carilyn Brown; Roger Hartman, PSO, Building 26-3; Matt Jones, CIMD Taylor Street; and Keith Walda, SMD, Building 4-6. Seated is Jeanette Schindler, CIMD Decatur.

PAI premiums to remain same

The cost for employee coverage under the GE Personal Accident Insurance Plan will hold the line in the policy year ahead, it was announced this week. PAI's annual premium rate will remain at about 36 cents per $1,000 of coverage for the policy year beginning July 1, 1984.

Dependent coverage same

The annual rate for dependent coverage under PAI will also remain the same in the policy year beginning July 1 — about 47 cents per $1,000 of coverage.

Coverage through payroll deduction will cost 7 cents per week for each $10,000 of employee coverage. Dependent coverage through payroll deduction will be provided at a cost of 9 cents per week for each $10,000 amount of spouse coverage.

Coverage under the employee portion of PAI is purchased in blocks of $10,000 up to $100,000, or up to five times annual pay. Spouse coverage is also purchased in blocks of $10,000, and there is $2,000 in coverage for each dependent child for each $10,000 of spouse coverage. Spouse coverage can go as high as $100,000.

Those who have coverage under either or both parts of PAI will have that coverage continued automatically. Those who wish to begin or change coverage should contact the Payroll Office, Building 18-1.

Latest S&SP investment prices listed

Here is the report on the prices for GE Stock, Mutual Fund, and Holding Period Interest Fund used under the Savings and Security Program to credit participants' accounts.

The Long Term Interest Fund price for the last day of the month is also shown, as well as year-to-date annual income rates for both the HP and LT Funds.

Month	Stock Price	Mutual Fund Price	Holding Period Fund YTD Annual Income Rate (a) Price	1981	1982	1983	1984	Long Term Fund YTD Annual Reinvestment Price	Income Rate
Jan	$56.482	$32.991	$10.00	13.2%	16.5%	13.7%	13.0%	$10.42	11.8%
Feb	$53.206	$30.989	$10.00	13.2%	16.5%	13.7%	13.2%	$10.30	12.0%
Mar	$52.188	$30.915	$10.00	13.2%	16.5%	13.6%	13.2%	$10.14	11.7%
Apr	$53.825	$30.831	$10.00	13.1%	16.5%	13.6%	13.3%	$10.02	11.7%
May	$53.875	$30.845	$10.00	13.1%	16.5%	13.6%	13.3%	$ 9.76	11.6% (b)

(a) The "announced" HP Fund Rate was **13.00% for 1981, 16.25% for 1982, 13.25% for 1983,** and **12.75% for 1984.**

(b) At May 31, 1984, the net current yield of the long term investment portion of the fund was 12.40%.

GE commercial aircraft engines selling well

EVENDALE, Ohio — After several lean years, General Electric's commercial aircraft engine business is looking forward to the possibility of 1984 being its best year.

Harry Stonecipher, GE vice president and general manager of the Commercial & Military Transport Engine Operations, predicts engine sale for new commercial aircraft could top the previous high of 204 GE-powered airplanes sold in 1979.

Orders triple 1983 records

In this year's first quarter, the Evendale-based engine operations had firm orders to power more than 80 commercial aircraft — more than triple the 26 sold in all of 1983. Demand for engine deliveries will continue strong through next year and early 1986, Stonecipher said.

Tester classes open for ECD jobs

The Aircraft Engine Electronic Controls Department (ECD) is ready to fill its first tester class at Ivy Tech. The class is specifically designed by Ivy Tech to meet the needs of ECD.

It will begin Tuesday, July 17. Class sessions will be held from 6:30 to 9:50 p.m. on Tuesdays and Thursdays and from 8:00 to 11:50 a.m. on Saturdays. The class will end Sept. 15.

Those successfully completing the course with a grade of "C" or better will be considered for R-18 ECD tester openings anticipated in September or October.

Employees "on the move" and those on layoff with recall rights who have satisfactorily completed the AC or DC Fundamentals course within the last two years can apply for consideration. They may apply by calling **Jack Hughes**, Ext. 3660, as soon as possible but not later than July 10.

Additional tester courses will be conducted at Ivy Tech. The next course is scheduled to begin Sept. 18.

ECD's second group of assembler-solderers started training on June 26. Plans call for the third class to begin early in August, according to **Roger Clarke**, ECD employee relations manager.

Franklin Electric expands electronics for motors

Franklin Electric Co. of Bluffton has formed an electronic systems division to be based in Jonesboro, Ind., according to a June 28 article in **The Journal Gazette**. The article said the company is expected to begin operations in the facility in mid-July.

Initially, the division is expected to employ 15 people. The article said Franklin plans to consolidate most of its motor-related electronic products at Jonesboro.

"Franklin's announcement is another example of the blending of electronics into the motor industry," said **John Earlywine**, manager of sales planning for the Components Sales Department. Franklin is a GE motor business competitor.



Lyman Lewis, specialist in communication and promotion planning, (left), accepts a plaque from Milt Alexander, district manager for Appliance Manufacturer. The Component Motor Division advertisement (shown at top) for the Programmable™ Motor won "First in Readership" in the January issue of Appliance Manufacturer. A similar ad showing the new motor product has been published in several other magazines.



One of the acts in the Joie Chitwood Thrill Show is the Stroh Space Rocket Jump. It features Tim Chitwood driving a Chevette into a large cylindrical tube and then emerging amid rocket fire and exploding fireworks. GE employees can get $2 off the adult admission price with the coupon.

Employees can save $2 on thrill show

The Joie Chitwood Thrill Show will appear for a single performance at Baer Field Raceways Tuesday, Aug. 7, at 8 p.m.

GE employees may obtain a $2 discount on adult tickets by using the coupon below. With the coupon, adult tickets are $5 and tickets for children under age 13 are $4.

Ranked as the world's top stunt driver, Tim Chitwood headlines the attraction. He holds the world's record for driving an American-made car on two wheels for 5.9 miles. He has also performed stunts for several movies and a number of television shows.

$500,000 worth of equipment

The 21-act show is performed using the group's 25 pieces of equipment valued at over $500,000, including a fleet of 1984 Chevrolets.

GE Employee Discount Coupon for the Joie Chitwood Thrill Show

Please mail me _____ adult tickets at $5 and _____ children's tickets at $4. I enclose a remittance of $_____.

Mail order to:
Chitwood Thrill Show
P.O. Box 5157
Fort Wayne, IN 46809

Make remittance payable to Doorway Promotions. Enclosed stamped return envelope.

Coupon must be filled out to be valid.

Name _____ Address _____

City _____ State _____ Zip _____

Telephone _____

General Electric News

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Martha Burke
Taylor Street

Adlets

FOR SALE

TORO S200 SNOWTHROWER, like new, must sell, moving south, $200 or best offer. 493-4862.

76 SUBARU, 4 cyl., orange w-tan int., 53,000 miles, automatic, $750. 745-1398.

73 MERCURY MONTEGO, gold w-wht vinyl, V-8, power, air. 432-0279.

79 PONTIAC BONNEVILLE BROUGHAM, full power, loaded, ex. cond., wife's car, make offer. 447-3675.

BUCKET SEATS, 2, from VW van, good shape, $25. 424-0221.

MEN'S SCHWINN BICYCLES, 2, 24" and 26", older style, good cond. 484-2888.

79 OMNI 024, low miles, good shape, $3,100. 485-1872.

BOYS BICYCLE, 24", middle weight, $25. 432-8462.

GARAGE SALE, Sat., July 7, 9-5 p.m. 1533 W. State.

WIRE CAGE for small dogs. 484-0107.

THREE BEDROOM HOME, FmRm, Frpl, 2 baths, 2 car garage, NE, nice. 493-1391.

78 TRAVEL TRAILER, 24', twin beds, full bath, awning. 456-2873.

'76 HONDA CIVIC, new tires, good cond. 432-1870.

IHC 715 COMBINE, floating grain head, field ready. 489-3212.

OVER-CAB TRUCK CAMPER, self-cont., stv w-oven, sink, refrig, storage, ex. cond., must sell, $500. 1-854-3280.

VW PARTS, including chassie, trans axle, make offer. 637-3482.

YEAR-ROUND COTTAGE, Hamilton Lake, modern, access to lake, $20,000 cash. 456-4624.

'66 BUICK SPECIAL, 4 dr., low mileage, new tires. 432-6142.

UPRIGHT VACUUM CLEANER; Black & Decker lawn edger. 747-2271.

'74 HONDA 350 MOTORCYCLE, 2 helmets, $400. 639-3850.

'72 CHRYSLER NEWPORT, 4 dr. 745-9844.

'73 OLDS CUTLAS, $850. '75 Chevy ElCamino, $2,500. 622-6249.

MATCHING RATTAN sofa & chair. 1 yr. old. $400. 486-2111.

FOR RENT

ONE BEDROOM APT., heat & water paid, Bdwy. 426-7873.

APT. SW, unfurn., appl., carpet, laundry facil., bsmt, garg, prefer adults, no pets, $165. 747-0241.

WANTED

LIONEL & AMERICAN FLYER TRAINS, any condition. 1-724-8011.

GRAVE SITES, Oddfellows Cemetary, New Haven. 483-3062.

FREE

MOLDED BOX GUTTER, 20'. 485-8429.

Elex calendar — August

3- Quintus Chapter Board meeting, 9:30 a.m., Hall's Guesthouse, 1313 W. Washington Center Rd.

6- Partizan Chapter Board meeting, 11:30 a.m., MCL Cafeteria, Southtown Mall.

8- Pen-El Chapter one-day trip to Archbold, Ohio.

17- Quintus Chapter meeting and picnic, Betty Brown's home at Lake George.

20- Elex Executive Committee meeting, 4:45 p.m., Bldg. 18-3 Conference room.

21- Partizan Chapter meeting, MCL Cafeteria, Southtown Mall.

27- Honor-Ettes Chapter meeting, 1 p.m.; Salem United Church of Christ, 2401 Lake Ave.

Tole painting classes will be offered at 6 p.m. in Building 18-1 conference room on the following August dates: 14, 15, 16, 20, 21, 22, 27, 28, 29. Reservations are required.

Softball

June 27 results

Brothers Screen Prints 12, Hager's Hogs 6; Thirsty Horde 13; Foul Balls 0; Decatur 12, Thirsty Horde 6; Decatur 15, Brothers Screen Prints 2.

League standings (6/27)

	Won	Lost
Decatur	10	2
Brothers Screen Prints	9	2
Thirsty Horde	5	6
Hager's Hogs	3	8
Foul Balls	1	9

In memory

Arthur M. Bienz, 2003 Dodge Ave., died June 23. He worked at GPM prior to retiring in 1960.

Russell W. Gerardot, 2008 Electric Ave., died June 23. He was a wire shaving mill operator at Taylor Street prior to retiring in 1968.

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INDICATE TYPE OF AD HERE:
☐ For Sale* ☐ Ride Wanted
☐ Wanted ☐ Riders Wanted
☐ For Rent* ☐ Lost
☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form **by noon Friday** for publication Thursday. You may submit only one adlet per issue of the **GE News. No more than 40 letters per Adlet, please.** Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture

_____
Signature

Pay, benefit increases change pay check

1. **Gross pay:** The combined 3% general increase and $2 per week cost-of-living increase was included in nonexempt-salaried paychecks beginning June 29. Hourly-paid employees' 3% general increase and 5 cents-an-hour COL increase will first be noticed in July 11 paychecks.

2. **Federal tax:** Tax withholding may increase for employees who receive a pay hike, but the Deferred Pay Account (DPA) of the Savings & Security Program offers a way to reduce withholding taxes and save for long-term goals. Employees may enroll in the DPA anytime.

3. **Social security tax:** GE will continue to contribute 7.0% to employees' Social Security taxes. Employees will contribute 6.7%. These rates apply to wages up to $37,800.

4. **Pension:** The pay increase will roll up the value of many employees' pensions. GE pays the full cost of employee pensions on the first $12,000 of earnings. Employees contribute 3% of their pay over that amount.

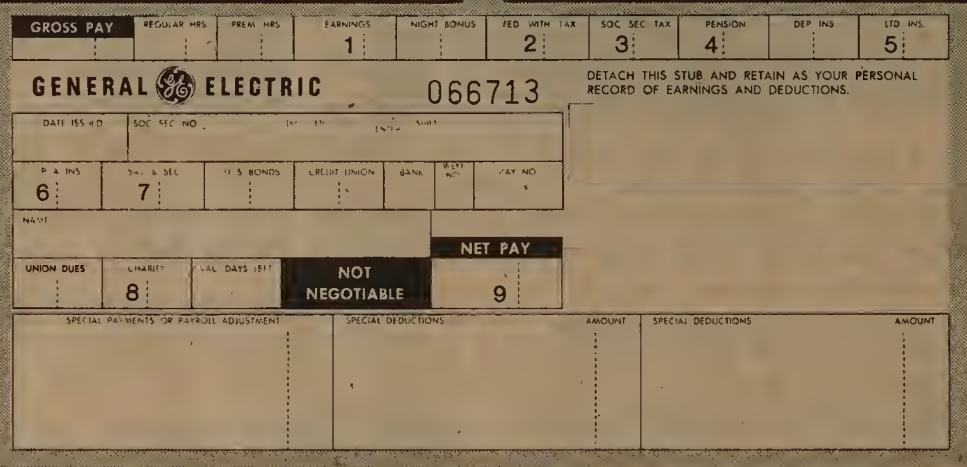
5. **LTD Insurance:** The contributions for Long Term Disability coverage will increase with pay for hourly employees with less than 14 years of service and for nonexempt-salaried employees. Coverage levels also increase with pay.

6. **Personal Accident Insurance Plan:** The PAI annual premium will remain the same. The cost to employees is about 36 cents per $1,000 of coverage. The annual rate for dependent coverage will also remain the same at about 47 cents per $1,000 of coverage.

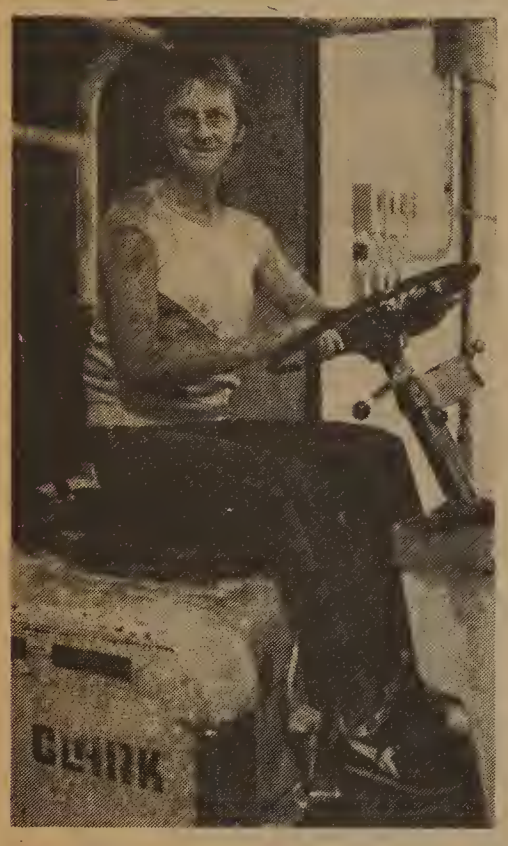
7. **Savings & Security Program:** Participants in S&SP who receive a pay increase will also see an automatic increase in their contributions to S&SP. The GE matching payment, which is credited monthly to employee accounts, will rise with pay. The June 25 pay increase provides an opportunity to join S&SP or increase S&SP savings percentage without reducing take-home pay.

8. **Charity:** Employees who are percentage givers to the United Way will see an automatic increase in their contributions.

9. **Net pay:** Increases for hourly and nonexempt-salaried employees should raise take-home pay for these employees. What doesn't show in paychecks is the increased value of GE benefits that "roll up" with pay.



Pay increase time a good time to join S&SP, DPA



Marilyn Schafer, CIMD Taylor Street.

Several employees are taking the opportunity to get even more value from the 3% general pay raise. They signed up for the Savings and Security Program and will receive up to 3% in additional money from the company's matching portion.

Money won't be missed

Marilyn Schafer, a checker-marker for CIMD Taylor Street, said she and her husband Bill, Building 32-1, both enrolled in S&SP and the Deferred Pay Account. "We decided to sign up before we see a raise in our checks. That way we won't miss the money," she explained.

With their children raised, Marilyn and Bill decided it was time to start saving for retirement. "I have been thinking about joining S&SP for a while, and I thought now was a good time to start," she added.

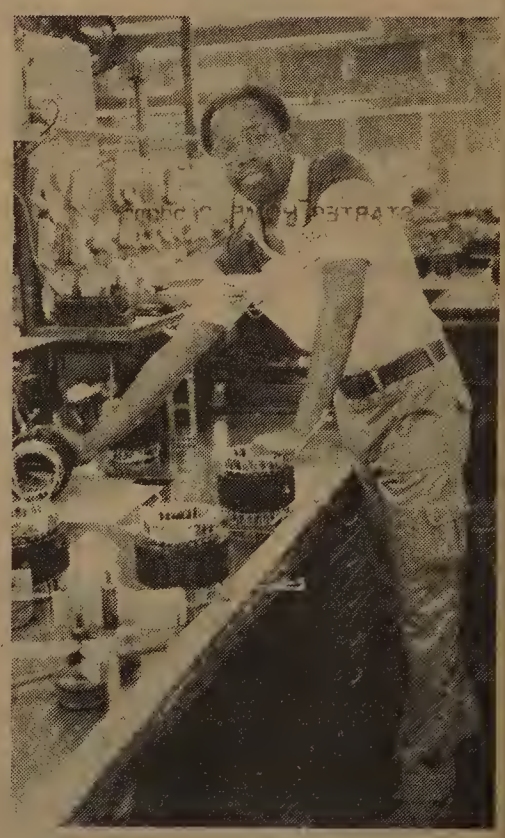
Michael Johnson, a mechanical inspector in Building 17-4, said he joined for the same reasons. "With the new 3% raise coming up, I thought I wouldn't miss the money if I joined S&SP now."

Michael said he plans to save the money for longer range financial goals. "On down the road, my children will be going to college, and the savings will help them out."

"Employees may join S&SP and DPA anytime," said **Chuck Welch**, manager of communication. "Now is a particularly good time because employees can begin to save without reducing their take-home pay.

"And an employee who enrolls in DPA can elect to save the 3% raise and actually increase their take-home pay," said Welch.

For employees who participate in S&SP, the company makes a matching payment of $1 for every $2 employees invest on up to 7% of an employee's pay. The new DPA option allows employees to have more take-home pay because amounts designated as deferred pay are not subject to current federal and state income tax.



Michael Johnson, Building 17-4.

—Fenoglio

Continued from Page 1.

'Picture your counterpart at your competitor, and do your individual job better than he or she does. Both of you may not survive.'

GE NEWS: Will we see more automation as the decade moves on?

FENOGLIO: Certainly. One of the ways we must attack our costs is with automation. It is easier to automate a plant that produces high volume for a few motor models. For this reason, we will see a broader thrust in automation in our consumer-oriented businesses. What we will do in the commercial and industrial businesses is automate only those parts of the process that lend themselves to automation. The rotor cell project at Taylor Street is one example of this investment strategy.

GE NEWS: How much of a sense of urgency is needed to get on with these changes? Haven't some of these problems been around a long time?

FENOGLIO: It is extremely urgent. The 1982 and '83 recession has made our problems even more severe. Unless we have that absolute sense of urgency, we will not win. That's why we have to face these tough issues of consolidation, reorganization, cost reductions and productivity improvements if we're going to succeed in this motor business. But we do have a lot going for us. We have a new position in the market place with the electronically commutated motors, and I think we will achieve what we're after in cost and technology leadership.

GE NEWS: What can each individual employee do to help their business and insure their own job security?

FENOGLIO: Picture your counterpart at your competitor, and do your individual job better than he or she does. Both of you may not survive.

Another thing we all must do is realize there will be more change. There has to be if we are to survive in a changing world. Employees have a tremendous opportunity to prepare for change through GE benefits such as tuition refunds. Many are doing so and find it rewarding personally as well as professionally. I encourage employees to take advantage of the benefits and educational opportunities GE offers.

We have much to be proud of in Fort Wayne — a committed management team, responsible union leadership, excellent employees and a broadening base of Fort Wayne jobs. The next several years will be tough, but I'm confident that by working together we can meet the challenges.

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General Electric News

JULY 12, 1984 FORT WAYNE, INDIANA VOLUME 66, NO. 28

Exercise is key to feeling good

Story on Page 4.

GENERAL PERIODICALS NON-CIRCULATING

GE to invest $4.5 million in Wire Mill



Jay Miller is checking the wire for surface quality on a tapered spool pick-up machine. This is one of several pieces of equipment using the latest in technology for manufacturing magnet wire.



Art Perry, an enameler at the Wire Mill, is changing a spool on a new drawing and enameling machine. It is one of eight machines which is used for the manufacturing of small range magnet wire.

"GE's $4.5 million investment in the Fort Wayne Wire Mill is intended to make it the state-of-the-art," said **Paul Dawley**, Magnet Wire Operations manager.

GE's Fort Wayne Wire Mill at Taylor Street is recognized as one of the largest wire mills in the world. It provides magnet wire for nearly all the wire needs within the General Electric Co.

"We have to compete for our business, and to compete we must have quality and service at the right price," said Dawley. "We do have a small business with external customers, which is important because it keeps us aware of the latest demands and developments in the external market," added Dawley.

"Magnet wire can be as much as 25% of our motor material cost. Therefore, making the Wire Mill cost-efficient is important to the motor businesses," explained Dawley. "As we improve in productivity and cost efficiency, we can pass this savings on to the customer."

Employee efforts recognized

"Our employees are very aware of and are sensitive to the needs of the customer. They constantly strive to deliver proper quality on time. Our people have consistently come up with better ways to do things, and it has paid off. By utilizing our employee recommendations, we have improved our existing processes and equipment while preparing for the new," said Dawley.

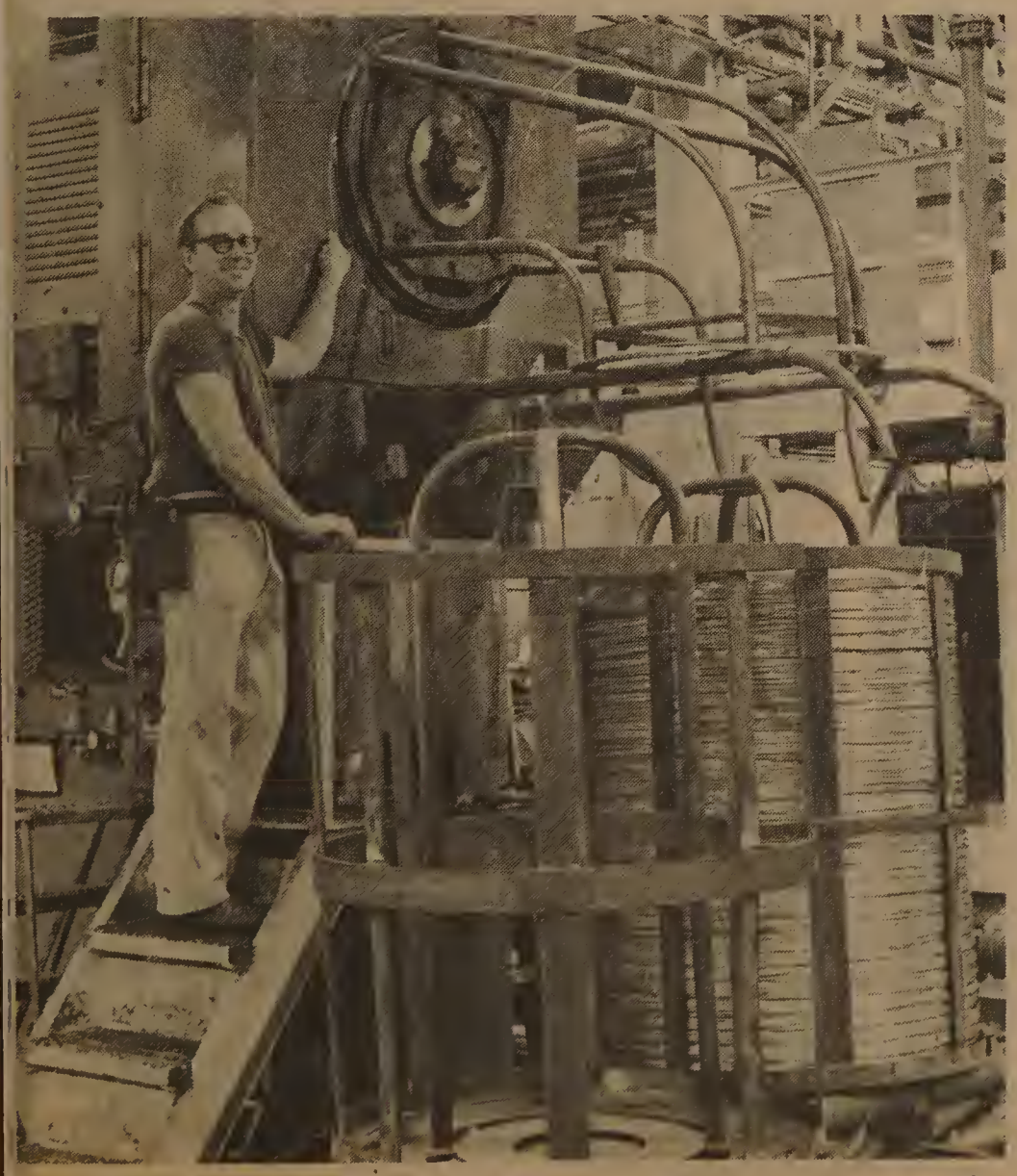
He said the Wire Mill has made significant improvements in productivity and spoilage reduction in the last few years. "Our productivity improvements and spoilage reduction have improved an average of 41%. This performance helped in the decision to modernize the Wire Mill."

Dawley traveled throughout the world to survey the latest equipment and techniques in the industry. "I went to see what's new and what has potential for success," he said. Equipment from such countries as Germany, Austria and Finland as well as the USA will be used in the modernization plan.

Phase I of the program began in 1983 with installation of equipment that is state-of-the-art in pick-up technology for large-size round wire.



Paul Dawley, Magnet Wire Operations manager, said Wire Mill employees have made significant improvements in productivity and spoilage reduction in the last few years.



Paul Geiselman, a leader in the wire drawing section, is manually changing the machine's wire end product. The new dead block coiler will automatically change the machine's end product.

Phase II on schedule

"We are on schedule with the Phase II investment in new equipment to complete the process," said Dawley. Ten "M" range vertical enameling systems will be installed. "These Austrian machines are the latest in state-of-the-art enameling systems incorporating in-line drawing and automatic spool changing to produce intermediate size wire," explained Dawley

Seven Austrian horizontal "I" range enameling systems will be added to the one presently in place at the mill to produce the finer sizes. These also have in-line drawing and automatic spool changing.

Two new intermediate wire drawing machines from Germany will be added to the wire drawing area. They will have the ability to automatically load the empty reels and unload the full ones.

A new dead block coiler will also allow an existing aluminum rod breakdown machine to automatically change its input and output package. A material handling system from Finland will automate the movement of in-process wire in the mill.

"The whole project of putting the latest technology into use is an exciting, significant challenge for all of us in Magnet Wire Operations," said Dawley. "There will be significant changes in the way the product is made."

Dawley said employee response to the new equipment has been positive. "All of our employees who work at the Fort Wayne Wire Mill have seen improvement in our ability to compete. They see GE is willing to invest in tomorrow and are encouraged by the investments. They are ready to utilize the latest in wire making technology."

This new equipment will allow the Fort Wayne mill to run at full capacity and will lead to increased employment over the next few years.

Q&A's ... about benefits
- DPA withdrawals
- Figuring seniority

Q: When I signed up for the Deferred Pay Account, I was told I could withdraw my money if I had an emergency, and that the Internal Revenue Service would rule what is considered an emergency. Have they done that yet? — *Pat Guerin, Building 17-3.*

A. No. The IRS still hasn't issued a ruling of what constitutes a "serious financial emergency" under 401(k) plans such as DPA. When there is a ruling, the GE News will publish the IRS regulations. — *Chuck Welch, manager of communication and relations planning.*

Q. Are personal and vacation days added to a person's layoff date to extend seniority and benefits? *Bob Counterman, Building 4-1.*

A. Generally speaking, personal days are not added, but vacation days are added.

Personal days are not designed for employees on lack of work. Their purpose is to provide employees who are currently on the payroll with pay for personal illness or for compelling personal business which cannot be taken care of outside of regularly scheduled work hours.

If a person is called back to work, the days are reinstated. Personal days can also be used during a temporary layoff as a result of fire, flood, snow storm, power failure or physical inventory. They do not extend the "protected service period" for an employee on lack-of-work.

Vacation days are different. If vacation days are taken as a paid vacation, the days are applied to the beginning of an employee's absence period.

Let's say, for example, you had two weeks of vacation eligibility, and you were put on lack-of-work April 1. Your vacation days would be added to the beginning of your lack-of-work time, so that the one-year period of protected service would begin April 16 instead of April 1.

Because of a recent union/company agreement, employees do not lose any seniority while on layoff as long as they continue to have recall rights. An employee should receive service credit for whatever vacation period is covered by a vacation payment. However, if an employee terminates service with the company, any remaining vacation is paid as an allowance (that is, not a vacation payment), and no service credits are given. — *Doyt Schaadt - manager of personnel accounting and banking.*

Q&A — Return to: GE NEWS Bldg. 18-3

My question is _____

_____

_____

_____

_____

Name _____ Location _____

New format developed for Phillippe Awards

The company's Phillippe Awards Program has been revised. Many changes will be reflected in the announcement of 1984 winners in November.

The Gerald L. Phillippe Awards for Distinguished Public Service have been presented each year since 1970 to recognize individual employees for their demonstrated leadership in volunteer community service. More than 70 employees have been honored with the Award from 1970 to 1983 when the last awards under the initial program were presented.

Here are the major changes which have been made to update the program. These changes are now in effect as nominees for 1984 awards are being sought:

- The number of annual Phillippe Awards recipients will be increased from five to 25.

- The selection process will be decentralized. Each of the company's business sectors, the Aircraft Engine Business Group, and the corporate staff will determine the recipients in those respective components. Recipients in each of those components will receive a Phillippe Award plaque and $1,000 to be given to an organization chosen by each recipient.

- The number of awards allocated to each of the major U.S. business components will be based on employee population. Consumer Sector will present four awards; Power Systems - four; Services and Materials — three; Technical Systems — five; Aircraft Engine Business Group — three; International (domestic) — one; and Corporate staff — one.

- The International Sector will also present four additional awards — one for employees in each of the Sector's world geographical areas.

- To complete each year's awards program, the accomplishments of those receiving the 25 awards will be evaluated and special "Corporate" awards will be given to the three individuals whose volunteer efforts are deemed extraordinary. These employees will be invited to GE corporate headquarters for special commemorative gifts and additional grants of $1,000 for the organizations of their choice.

Reservations, ballots due Aug. 24 for Quarter Century Club Outing

President



Andy Gump
Building 8-2



Al Edwards
Taylor Street

Asst. secretary



Helen Deahl
Taylor Street



Helen Hlawek
Building 26-2

Directors (vote for two)



Connie Monce
Fairfield



Dorothy Porter
Building 4-6



Gil Baker
Taylor Street



Morrell Travis
Building 4-4

Reservations for the 1984 Quarter Century Club Outing can be made at the same time as ballots are cast for new officers by mailing in the form below.

The outing will take place Sept. 8 at the Memorial Coliseum. All members who have 25 or more years of service are invited to participate in the fellowship, food and door prize drawings.

The form should be mailed so that it reaches Betty Thompson at the address shown by Aug. 24.

QC Club Outing Reservation Form

Outing: September 8, 1984 **Reservation deadline: August 24, 1984**

☐ Yes, I will attend ☐ Sorry, I can't make it

(You must be a Quarter Century Club member to attend and be eligible for prizes.)

Signature _____

President (Vote for one)
- ☐ Andy Gump, Bldg. 8-2
- ☐ Al Edwards, T.S.

Assistant Secretary (Vote for one)
- ☐ Helen Deahl, T.S.
- ☐ Helen Hlawek, 26-2

Directors (Vote for two)
- ☐ Connie Monce, Fairfield
- ☐ Dorothy Porter, 4-6
- ☐ Gil Baker, T.S.
- ☐ Morrell Travis, 4-4

Mail this form using internal mail to: Betty Thompson, T.S.

or

If mailing from outside the plant, in the U.S. mail, use this full address:
Betty Thompson
General Electric
2000 Taylor Street, P.O. Box 2205
Ft. Wayne, IN 46801

General Electric News
GENERAL ELECTRIC
1635 BROADWAY
PO BOX 2204
FORT WAYNE, IN 46801

John Peirce, Manager
Karen Horn, Editor
John Hicks, Chief Photographer
Gloria Smith, Adlets
Tim Schlie, Artist

Golfers win Scramble with a 58

By Greg Olwine

On July 4, 116 GE golfers toured the Cedar Creek Golf Course, and the team of Phil Ross, Walt Asp, Mike Holbrook and Rosemary Link did it best. Their net score of 58 earned them first place and $25 each.

Second place and $20 each went to the team of Saroff, Burns, Borgmann and Mazza with a net score of 60. Other awards and prizes are as follows:

Third place — Beer, Hambrock, Topp, McClure; net score 61; $17.50 each.

Fourth place — Bolek, Ledbetter, Clancy, Hannifin; net score 62 with birdies on 18, 16 and 15; $15 each.

Fifth place — Murphy, Nevers, Sparks, Larue; net score 62 with a birdie on 18; $12 each.

Sixth place — Gray, Guglielmi, Farnbaugh, Baughan; net score 62 with a birdie on 17; $10 each.

Seventh place — Kenney, Acheson, Priddy, Wheeler; net score 62 with a birdie on 15; $4 each.

Longest drive on number 7 fairway — Jeff Coffee, $10.

Longest drive on number 16 fairway — Rosemary Link, $10.

Closest to pin on number 2 — Bill Abel, $10.

Closest to pin on number 12 — Walt Asp, $10.

Closest to pin on number 13 — John Kenney, $10.

GE News published next week on Wednesday

Because several operations have scheduled inventory days prior to Shutdown next week, **GE News** will be published on Wednesday instead of Thursday. The regular Friday noon deadline for Adlets will be observed.

Adlets for the first edition of **GE News** after Shutdown will be taken until noon on Monday, Aug. 13.

Insurance ID cards available for dependents

Employees who carry GE Comprehensive Medical Expense Insurance for dependents who are living away from home may obtain insurance identification cards for their dependents' use.

May help in emergency

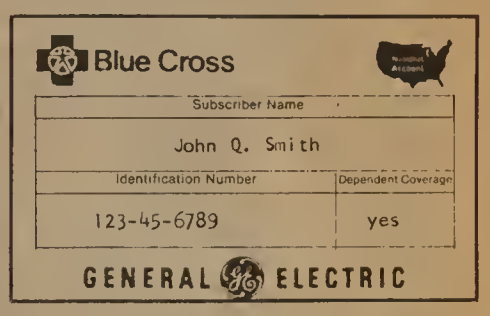
"Employees who have a son or daughter at college might find it useful in an emergency for their children to have their own cards," said **Walt Nielsen**, manager of payroll. "The card would indicate the person has insurance coverage, and it might expedite admission or treatment in an emergency."

Nielsen suggests that employees who have lost their old cards get replacements. "Employees and their dependents living away from home really should carry the cards at all times. If you get involved in an emergency, you can't produce something you don't have. A person in an emergency situation might even forget whether or not they have insurance coverage," said Nielsen.

The back of the card provides information about the insurance plan.

Get at employee relations office

Cards may be obtained from employee relations offices or from Personnel Accounting, Building 18-1.



Adlets

FOR SALE

'66 OLDS TORONADO, low mileage, very restorable. 432-8147.

CHEVY PICKUP BED LINER, new, $150 or best offer. 854-2222.

NEW FOLDING 20" PORTABLE BICYCLE. 456-2873.

GREENLAWN, 2 graves, Block 5, beautiful location. 493-1248.

NICE STARTER HOME, 2 bdrms, lr, dr, ktch, $27,500. 432-8926.

'78 FORD PASSENGER VAN, ps, pb, air, cruise, good cond. 1-728-9565.

MATCHING RATTAN SOFA & CHAIR, 1 yr. old, ex. cond. 486-2111.

BEDROOM FURNITURE — dresser, mirror, chest, night stand, full-sz bed. 485-4173.

SOUR PIE CHERRIES. 637-6857.

GARAGE SALE, 1312 E. Rudisill, July 11, 9-5 p.m., dbl maple bdrm suite, complete iron bed, lvg rm furn., misc.

9.8 HP MERCURY OUTBOARD, ex. cond., $300. 747-5730.

ATARI 2600 w-21 tapes, case, $90. 432-2288.

HOOVER SWEEPER, $15. 447-4066.

'76 CHEV. THREE-QTR TON TRUCK, ps, pb, at, w-10½' Leland camper, $3,900, negotiable. 747-6512.

'77 CHEV. VAN CONVERSION NOMAD, lots of options, make offer. 444-0503.

LINDENWOOD GRAVE LOTS, 2, good location, must sell, $450. 489-5257.

'73 MERCURY MONTEGO, gold w-wht vinyl, V-8, pwr, air. 432-0279.

'71 DATSUN PL510, 4 cyl., runs good, tires good, $300. 639-3465.

FIVE SPEED SCHWINN TANDEM, ex. cond.; folding bike. 747-5510.

CEMETERY LOTS, 3, Greenlawn, $889/all or $300 each. 1-419-263-2232.

CAMERA EQUIPMENT: 35MM Projector, control cable, deluxe screen. 745-9918.

LADY'S 26" BIKE, coaster brake, blue, $15. 747-5111.

THREE BEDROOM RANCH, Kern Valley, Fm Rm, St Rm. $39,900. 432-3794.

FRUIT JARS, $1.50/dz. 447-4066.

JC PENNEY TOUCHMATIC MICROWAVE, in warranty, eves, $200. 745-4390.

GE REFRIGERATOR FREEZER; air conditioner; dbl dr cabinet. 432-9334.

'81 HONDA 750 CUSTOM CYCLE, 3,000 miles, ex. cond., $1,700. 483-1674.

THREE-TRACK PATIO WINDOWS, 9, 38"x60"; 1, 3' patio door, $15 each. 636-7639.

GARAGE SALE, 2816 Pine Wood Drive, Waynedale, July 13, 14, & 15.

MATCHING SOFA & LOVESEAT, cocktail & end tables, lamp. 447-1320.

WANTED

ALUMINUM OR FIBERGLASS CANOE. 484-4515.

DUMBBELLS, 2, for weighted discs. 749-1816.

LIONEL & AMERICAN FLYER TRAINS, any cond. 1-724-8011.

FOR RENT

UNFURNISHED APT., SW, 5 rms lower, carpet, appls, laund, bsmt, garg, adults, $175. 747-0241.

SERVICE

SWEETCAKES THE MAGIC CLOWN — live animals, comedy, more. All ages & reasons. 745-1545.

CONTINUOUS GUTTER & SIDING, free est. 627-2858.

CONCRETE CONSTRUCTION, repair/replace, aft. 6 p.m. 446-5643.

LAWNMOWER/SMALL ENGINE REPAIR, hauling, odd jobs, on GE layoff. 625-4002.

PAINTING — interior/exterior, professional work, reasonable rates. 672-2040.

FREE

ALUMINUM STORM SASHES, 14; 7 alum. screens w/o frames, good for making small grn hse. 747-4025.

TRUCKLOAD CLASS "E" AUDIO SALE AT YOUR EMPLOYEE STORE

Employee store hours will remain 10 a.m. until 5:30 p.m. during shutdown.

The following is only a partial listing of available models:

MODEL NO.	"A" PRICE	"E" PRICE	SAVE
3-509/EAC/DC RECORDER	$ 26.99	$ 19.99	$ 7.00
3-5145E DELUXE AC/DC RECORDER	49.87	43.99	5.88
3-5151E RECORDER WITH BUILT-IN AC	29.97	23.99	5.98
3-5158E COMPUTER RECORDER	39.99	32.99	7.00
3-5247E RECHARGEABLE AM/FM CASSETTE WITH 5" WOOFER & 2" TWEETER	74.99	59.99	15.00
3-5258E AM/FM STEREO CASSETTE WITH 4 SPEAKERS	134.99	104.99	30.00
3-5259E AM/FM STEREO CASSETTE WITH 5 WATTS PER CHANNEL POWER OUTPUT	158.96	119.99	38.97
3-6035E AM/FM STEREO CASSETTE WITH "ETS" ELECTRONIC TUNING SYSTEM	159.96	134.99	24.97
7-1250 FM/FM STEREO HEADSET RADIO	24.96	19.99	4.97
7-1750 AM/FM/FM STEREO HEADSET RADIO	36.96	26.99	9.97
7-2885 SUPERADIO II WITH 2 SPEAKERS	49.86	41.99	7.87

Golf

Men's golf/weeks 26 & 27

Low scores:

Brookwood — Lynn Bradtmueller 39, Al Kruetzman 37; Gordon Walter 36, Jim Muir 39, Dick Parlow 36, Jeff Coffee 38, Jim Walley 38, Dick MacLeod 39, Gary Sykes 39.

Colonial Oaks — Bill Green 36, Dick Colpetzer 38, Mel Guillaume 39,

Foster Park — Eben Cobb 35, Eben Cobb 38.

Birdies:

Brookwood — Jim Webber, Larry Loe, Lynn Bradtmueller, Bob King (2), Stan Antalis, Dick MacLeod, Gary Sykes, Jim Muir, Jeff Coffee, Jim Walley (3) Bill Abel, Al Kruetzman (2), Jim Muir.

Colonial Oaks — Dennis Erxleben, Larry Shindeldecker, Bill Green (3), Mel Guillaume, Dick Mills, Bill Green (2), Dick Colpetzer, Ted Lauterberg.

Foster Park — Eben Cobb (3), John Tucker, Eben Cobb, Mike Bufink.

Note: Larry Shindeldecker got an eagle on hole number 5 at Colonial Oaks.

In memory

Helen M. Struver, 3420 E. State Blvd., died July 5. She retired in 1964.

Gladys M. McBride, Tampa, Fla., died June 27. She worked at GPM Taylor Street prior to retiring in 1964.

Alice J. Rogers, Bluffton, died June 18. She was a switch assembler at GPM Taylor Street prior to retiring in 1965.

*ADLETS

GE NEWS BLDG. 18-3

NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

☐ For Sale * ☐ Ride Wanted
☐ Wanted ☐ Riders Wanted
☐ For Rent * ☐ Lost
☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form **by noon Friday** for publication Thursday. You may submit only one adlet per issue of the **GE News. No more than 40 letters per Adlet, please.** Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg _____

The item(s) referred to in this ad are in no way connected with any business venture

_____
Signature

health tip

Regular exercise key to feeling good

• *About 80% of all major cardiovascular and degenerative diseases are directly related to diet and lack of exercise.*

• *With each 10% of additional weight you carry, your mortality rate increases 10%.*

• *If you're over age 25 and 20% overweight, your chances of surviving through your normal life expectancy age are reduced by 25%.*



Sharon Lommatzsch, Building 4-2, feels the benefits of her three-year fitness program. She works with universal weights at the YMCA three times a week.

These and other findings from health experts have helped trigger the current nationwide interest in health.

Many say the interest is here to stay.

"People are starting to understand that getting into fitness is like getting an insurance policy. Health magazines report exercise is probably the most important key to improving chances for a long and healthy life," said Dan Yuska, director of the American Health and Fitness Clubs, one of about a dozen health clubs in Fort Wayne. "Being fit is no more of a fad than having insurance.

"With more people having jobs requiring them to sit, our society is even more in need of physical exercise," he explained.

"Different exercise fads may come and go; tennis was popular for a while, then racquetball, aerobics and now jazzercise," said Yuska. "People get bored doing the same kind of exercise, but they're looking for regular activity."

Sharon Lommatzsch, an office machine operator in Building 4-2, is a firm believer in exercise. For three years, she has gone to aerobics classes two times a week.

"I started aerobics after my mother died from a heart attack, and the doctor said my sister and I would be likely candidates for the same heart problems," Sharon explained. "I have continued going to aerobics because I like it."

When Sharon started the popular cardiovascular exercise, she weighed 20 pounds more than she does now. "I sat a lot, and I got tired going up one flight of stairs," she said.

In March she added three regular weekly workouts with universal weights to her regular exercise program of aerobics, biking, walking and jogging. "I decided I wanted to add muscle tone," she explained.

"Exercise is not as hard as you think, but you do have to have motivation to begin. Sure, somedays it seems like a chore. Sometimes I have to rearrange my schedule so I can fit it in.



"Exercise gives me energy and makes me feel good," said Sharon Lommatzsch.

"But I feel so good when I'm done. It gives me so much energy," Sharon said.

"I feel healthy," she added. "And if you're healthy, you not only feel good, you feel better about yourself. Exercise gives you much more confidence."

Exercise is also important in reducing stress according to **Dag Arnold**, Employee Assistance Program coordinator. "A regular exercise program is important to build up our strength and endurance so we can physically stand up against life's daily stressors," said Arnold. "People often overlook the value of physical exercise in standing up to pressure."

Miller joins Stubbins in Pensioner Contact Program

Half of the pensioners who have a question about their GE benefits are going to hear a new voice on the telephone. **Chauncey Miller**, who retired in January as manager of benefits, recently assumed the pensioner contact position held by Les Glougie, who moved out of state.

Miller joins **Lloyd Stubbins**, who began the Pensioner Contact Program in March 1983 with Glougie.

Miller said he agreed to become a pensioner contact representative because he wanted a retirement activity. "I also enjoy the contact with a lot of the people I worked so many years with," he said.

Stubbins said Miller is "a natural for the job because he knows all the answers."

The most common questions have to do with procedures for filling out medical claim forms and reporting the sale of GE stock for income tax purposes.

The program is also designed, however, to assist pensioners and survivors of pensioners with questions about address changes, applications for discounts on GE appliance purchases, life insurance claims, beneficiary changes, lost pension checks and other concerns.

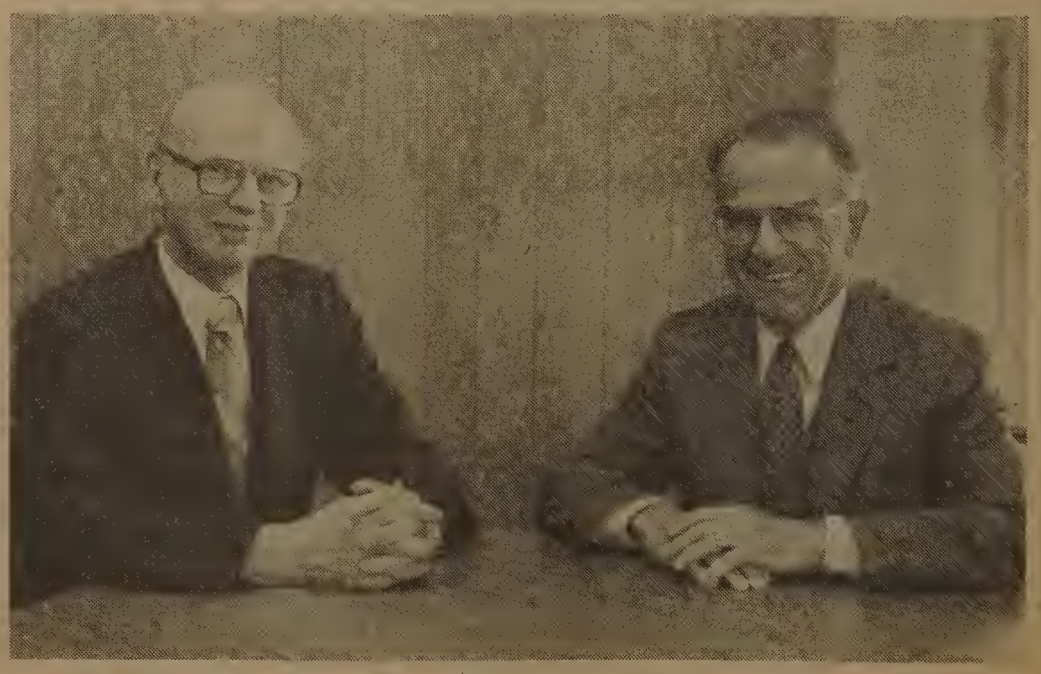
In 1983, Stubbins and Glougie answered about 2,000 calls. "I think we're providing a much-needed service. There are several pensioners who don't realize how many benefits GE pensioners have," added Stubbins.

Stubbins and Miller work from their homes Monday through Friday from 9 a.m. to 12 noon. Pensioners may call during those hours.

Calls received after noon are answered by a telephone answering machine. Stubbins encourages pensioners who leave recorded messages to wait until after the audible tone and leave their phone numbers.

Stubbins' pensioner contact phone number is 428-2211. Miller can be reached on 428-2210.

Stubbins and Miller each have 2,000 pensioners assigned to them. Pensioners have been told which contact representative to call.



Chauncey Miller (left) has joined Lloyd Stubbins in the Pensioner Contact Program. Pensioners and survivors of pensioners can call them Monday through Friday mornings with questions about GE benefits. Miller replaces Les Glougie, who moved from the area.

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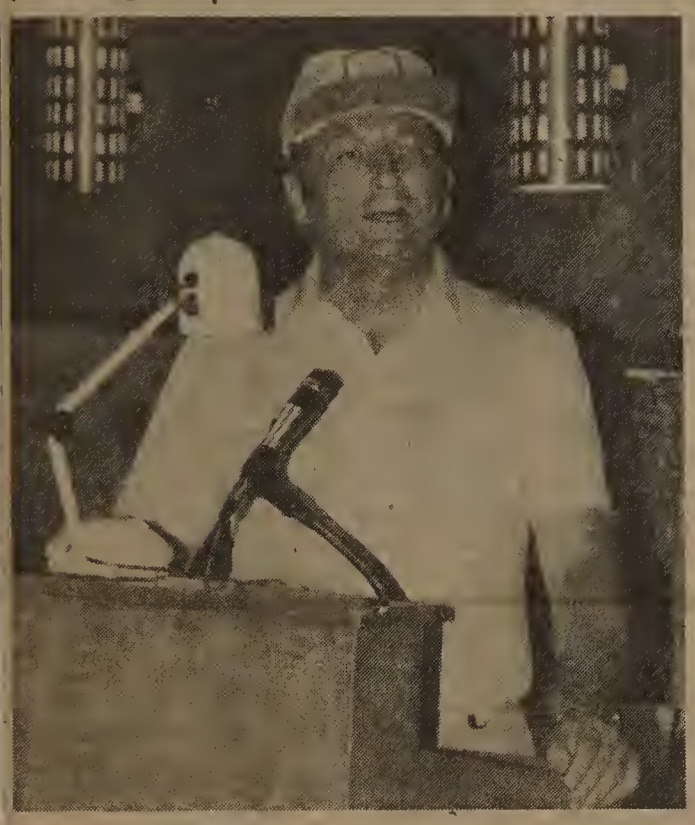
General Electric News

AUGUST 9, 1984 — FORT WAYNE, INDIANA — VOLUME 66, NO. 30

Transformer, Power Supply orders slow down from midyear

"At midyear, sales for Fort Wayne GE's Specialty Transformer Operation (STO) were up slightly from last year in both transformer and power supply markets," stated **Dan Lovinger**, operations manager. Lovinger reported the business results and forecast to STO salaried employees recently at their annual Cost Improvement Outing.

During the meeting, **Gordon Walter**, 1984 Cost Improvement Program Chairman, recognized STO employees for outstanding cost improvements which already have surpassed the $7.35 million goal set for 1984.



Dan Lovinger, STO operations manager, showed his cost improvement team spirit by wearing his cap at STO's recent Cost Improvement Outing.

Lovinger applauded the accomplishment, saying "Our inability to raise selling prices enough to recover a good share of cost inflation is a major concern to our business." This puts continuing market pressure on STO to lower costs.

Transformer orders slow after strong start

"Overall, transformer orders and sales are slightly ahead of 1983," said Lovinger. "First half orders from the original equipment market (OEM) were helped by some large long-term commitments, and distributor orders benefitted from a company-sponsored motivational program. But transformer orders have declined the last two months."

Export orders, which provided a small, but growing business for STO in recent years, are weak. This is largely because of a slowdown in Saudi Arabian industrialization projects.

With a big boost from two major customers, power supply orders have been strong, Lovinger reported. "Kodak has provided the big increase this year, and sales to IBM have also recovered slightly.

Lovinger said STO's main challenge is to keep the transformer and power supply businesses healthy and competitive. "We have several solid programs to build volume and cut costs to stay competitive for the future," he said.

Power Supply invests in new programs

For instance, STO is investing in a major product development program for its power supply business. Additional technical staff members are being added in Fort Wayne to produce an extensive build-up of prototypes over the next few months. "Some factory rearrangement in Building 26 has been necessary to accommodate the product development work for these programs," explained Lovinger.

STO is moving forward with a planned production facility in Juarez to manufacture these new power supply modules in 1986. The Juarez site was chosen after it was determined the products could not be manufactured competitively in Fort Wayne.

Transformer invests in second machine

In addition to the Power Supply investments, STO will invest about $500,000 to install a second transformer miter core machine from Germany, which will be operational in early August. Lovinger said, "This investment will increase our production capacity and make way to put redesigned models into production yet this year.

"Already in progress, the major transformer redesign program for large power transformers is yielding substantial material savings," said Lovinger.

He said the engineering systems project to minimize costs of design and manufacture is beginning to move forward. The manufacturing systems focus is on shop scheduling and will result in a smoother flow of materials into production.

The recent reorganization of the Construction Equipment Business Operations, of which STO is a part, is aimed at strengthening STO's market share by improving its ability to compete against such companies as Square D, Westinghouse and Federal Pacific, Lovinger explained.

Another purpose of the reorganization is to achieve efficiencies from combining similar work from the individual businesses.

"As long as we can maintain a profitable, high-share position in our markets, GE will continue to invest in STO to keep the business healthy," Lovinger added.

Area Services employees complete about 250 projects

Shutdown means vacation time for most employees. But for about 110 Area Services maintenance employees, it's the busiest time of the year.

"Many of our Shutdown projects, like changing the oil or filter in a machine, don't take long. But when you have about 250 projects to complete in three weeks, they add up," explained **Jim Webber**, manager of maintenance.

Most projects not visible

"Most of our work is not visible," said **Dick Huhn**, manager of Area Services. "Probably our most visible project was done before Shutdown with the razing of the house in the middle of the Lindley Avenue parking area. Within 11 days of when we got possession of that house, we tore it down.

"It was a major improvement in security, and it gave us more parking area. Now the plant protection officers can see all the way to Taylor Street," added Huhn.

One of the largest Shutdown projects was to remove a punch press from Building 4-1. First, the sound enclosure around the machine had to be removed. Then the machine was removed and replaced with a reconditioned one. "Most employees will walk by the sound enclosure and never know the machine inside has been replaced with a new one," said Huhn.

Area Services maintenance employees have and are working on several projects for the Wire Mill as the result of GE's planned $4.5 million investment to make it state-of-the art.

One is a heat recovery project. "Our people are making the parts, and they will install the equipment," explained Huhn. The project is designed for energy conservation and better environmental control.

Wire Mill projects

Area Services employees also installed electronic component parts in new Wire Mill equipment, and plumbers put in new drain lines for the new wire-drawing machines.

Having a three-week Shutdown this year gave area maintenance crews an advantage. "We can do better quality work on the jobs because we don't have to hurry as much," explained Huhn.



Area Services maintenance employees Dennis Kiess (left), sheet metal worker, and Bob Butler, welder, are installing the heat recovery system on the A-31 oven fume burner at the Wire Mill.

Four courses added to Continuing Education Program

Four new courses are included in the expanded Continuing Education Program. "Robots in the Factory," "Marketing Dynamics," "Electronics," and "Creating Spreadsheets Using LOTUS 1-2-3" have been added.

Although the two-year Manufacturing Studies Program will be discontinued, courses relevant to the motor businesses will continue to be offered, according to **Carilyn Brown**, Continuing Education Program coordinator.

Employees who are capable of and willing to do college level work may enroll.

Courses are conducted from 5 to 7 p.m. unless otherwise noted. The deadline for enrollment is two weeks prior to the starting date of the course.

Representatives who coordinate enrollment include: **Dottie Askren**, Hermetic Motor Operation; **Carilyn Brown**, Component Products Technology Operation; **Pat Kemerer**, Specialty Motor Department; **John Peirce**, Component Products Group finance, legal and relations operations; **Glen Rout**, Components Sales Department; **John Hofmeister**, Commercial & Industrial Motor Department; **Gordon Walter**, Specialty Transformer Operation.

Following are the course descriptions and dates they will be offered.

Continuing Education Courses

Robots in the Factory (Oct. 1, Mondays, 10 weeks): Deals with the practical side of robotics so students will be aware of how the robot can be a helpful assistant. The emphasis will be on dealing with robots as an ordinary piece of machinery. Topics covered include descriptions and features of commercially available robots and items to consider in developing an application. Vision systems and sensors are discussed. Hands-on work with robots in the AML robot lab will be included. The course concludes with studies of different applications such as welding, painting and material handling. No prerequisites.

Marketing Dynamics (Sept. 27, Thursdays, 15 weeks): Five modules in organizational behavior, sales, marketing, finance and career dynamics. Starting with organizational behavior, individual and group dynamics as they relate to power, interpersonal conflict, individual frustration and motivation and stress will be examined. In the sales and marketing modules, strategic planning, the marketing plan, sales forecasting, product planning and promotion, and negotiation skills will be studied. The importance of the finance element in the marketing equation and financial reporting, profitability measurements and budgeting will be studied. The career dynamics module will review interviewing, job considerations and the importance of career planning.

Electronics (Sept. 10, Mondays and Wednesdays 4-7 p.m., 13 weeks): A brief review of basic electronic fundamentals. Emphasis will be placed on digital logic including basic gates, truth tables and Karnaugh Maps. The course will continue with flip-flops, counters, A/D and D/A converters, etc. An introduction to microprocessors, their structure, architecture, programming and software will complete the course. Material will be related as much as possible to existing GE equipment. Participants should have a working knowledge of electronics. This is the same course administered by Ivy Tech through Glen Krewson last spring. Intended for electricians and craftspeople in IUE Local 901 and IAM Lodge 70 who are involved in troubleshooting and diagnostics on their jobs.

Introduction to LOTUS 1-2-3 (Sept. 24, Mondays, 4 weeks): Introduces participants to electronic spreadsheets using an IBM PC and Lotus 1-2-3 software. It illustrates how "user friendly" microcomputers are. Encourages open exchange between participants and instructor. Participants will learn how to create their own worksheets for budgeting, projecting and planning. Designed for individuals with little or no experience with microcomputers. This course will be taught by Rick Maples at IPFW.

Effective Presentation (Sept. 11, Tuesdays, 15 weeks): Principles and techniques for effective oral and written communication. Organization and preparing for a presentation, establishing objectives and strategy. Presentation aids and techniques. Voice, letter and report writing. Persuasion and selling.

Effective Listening (Jan. 15, Tuesdays, 10 weeks): Objective is to help students develop and strengthen important central listening abilities. How to sift out distractions, sort out fact from fiction, avoid emotional conflicts, make judgments and take decisive action. Designed to help students acquire logic and listening techniques.

Introduction to Interactive Graphics (Jan. 16, Wednesdays, 10 weeks): Graphics aspects of computer-aided design with hands-on instruction in the operation of the Computervision IAG system. Includes numerical control, material list extraction and computer-aided design and drafting. Intended for designers and engineers who want to make use of the system for design and engineering work.

Introduction to Accounting Principles (Sept. 18, Tuesdays, 4 weeks): Basic accounting concepts and principles. Balance sheet, income statement, records and systems. Depreciation, inventories, cost of goods sold, long term equities. Analysis of financial statements. Self-study through programmed text prior to start of Operating Costs, Budgets and Measurements. Problem solution and discussion, written examination, review summary.

Operating Costs, Budgets and Measurements (Oct. 16, Tuesdays, 10 weeks): Analysis of department financial statements. Cash flow. Costs for income determination. Flow of costs, inventory valuation. Budgeting and budgetary control. Cost control practices and responsibility reporting. Cost variability and flexible budgets. Break-even analysis, cost-volume-profit relationships, product costs for decision making. Operational measurements. Key result areas. Emphasis on GE financial management practices, policies and terminology.

Manufacturing Organization and Supervision (Sept. 6, Thursdays, 8 weeks): Organization of the department. Organization of the manufacturing function. Subfunctions of manufacturing; shop operations, materials (inventory control, purchasing and production control), manufacturing engineering, quality control, and manufacturing programming and administration. Unit manager concept. Interfunctional relationships.

Intro to Computers Nov. 15, Thursdays, 10 weeks): Logical reasoning in the analysis and solution of problems as required for communication with a general purpose digital computer. Developing a basis for understanding the characteristics, capabilities and limitations of computers and the problems of communicating with them through the solution of problems. Languages used: flow diagrams, elementary machine language and a subset of Basic. Use of GE time-sharing computer systems, machine testing of problem-solution programs. Problems involve looping and logical tests, formatting output and the use of subprograms and files. Magnetic tape and disc operations. Large scale computer systems; batch vs. remote operation. Examples and problems relating to manufacturing systems applications.

Individual and Group Relations on the Job (Jan. 31, Thursdays, 12 weeks): Communication. Perception. Transactional analysis. Behavioral science in industry. Organizational factors. Leadership of the group. Motivating the hourly employee. The supervisor as teacher. Motivating the salaried employee. Planning for motivation.

Employee Relations Function (Apr. 25, Thursdays, 8 weeks): General Electric corporate organization; organization criteria and concepts. Management philosophy and policies. Company objectives. Communication between management and employees. Employee relations practices. Personnel selection and employment; equal opportunity, non-discrimination; work stabilization. Employee compensation and benefits; salaried, hourly. Union relations. Community relations. Manpower planning and development.

Basic Mathematics (self study course. 3 weeks): Designed to sharpen old skills or introduce new skills. Covers computational skills used in the previous self-study format. The student is able to identify the material in which he/she is already confident, concentrating on the material for which review is needed. Tests are sent to an instructor/grader to demonstrate competency in elementary statistical mathematics. Self-study. Does not include class meetings. Prerequisite for Data Analysis and Probability Evaluation.

Data Analysis and Probability Evaluation (Oct. 2, Tuesdays, 12 weeks): Variation and its causes. Graphical analysis. Measuring variation. Samples and their interpretation. The normal distribution. Hypothesis testing. Confidence intervals. Control charts, operating characteristics. Correlation analysis. Introduction to probability. Discrete distributions. Sampling distribution for fraction defective. Evaluation of sampling risks. Dependent probabilities. Basic Mathematics is a prerequisite.

Reservations, ballots due Aug. 24 for Quarter Century Club Outing

President



Andy Gump
Building 8-2

Asst. secretary



Al Edwards
Taylor Street



Helen Deahl
Taylor Street



Helen Hlawek
Building 26-2

Directors (vote for two)



Connie Monce
Fairfield



Dorothy Porter
Building 4-6



Gil Baker
Taylor Street



Morrell Travis
Building 4-4

Reservations for the 1984 Quarter Century Club Outing can be made at the same time as ballots are cast for new officers by mailing in the form below.

The outing will take place Sept. 8 at the Memorial Coliseum. All members who have 25 or more years of service are invited to participate in the fellowship, food and door prize drawings.

The form should be mailed so that it reaches Betty Thompson at the address shown by Aug. 24.

QC Club Outing Reservation Form

Outing: September 8, 1984 **Reservation deadline: August 24, 1984**

☐ Yes, I will attend ☐ Sorry, I can't make it

(You must be a Quarter Century Club member to attend and be eligible for prizes.)

Signature _____

President (Vote for one)
☐ Andy Gump, Bldg. 8-2
☐ Al Edwards, T.S.

Assistant Secretary (Vote for one)
☐ Helen Deahl, T.S.
☐ Helen Hlawek, 26-2

Directors (Vote for two)
☐ Connie Monce, Fairfield
☐ Dorothy Porter, 4-6
☐ Gil Baker, T.S.
☐ Morrell Travis, 4-4

Mail this form using internal mail to: Betty Thompson, T.S.

or

If mailing from outside the plant, in the U.S. mail, use this full address:
Betty Thompson
General Electric
2000 Taylor Street, P.O. Box 2205
Ft. Wayne, IN 46801

GE, employees give Olympics $1 million

Nearly 37,000 General Electric employees and retirees from across the country teamed up with the GE Foundation to raise $1 million for the United States Olympic Committee.

Most successful volunteer effort

The 'Team up, GE' program was the most successful volunteer fund-raising effort in the Olympic Committee history, according to F. Don Miller, executive director of the U.S. Olympic Committee.

About 375 Fort Wayne employees and pensioners contributed nearly $5,000 to the national total. GE matched those contributions with an additional $5,000.



Walter A. Schlotterbeck, chairman of the trustees of the General Electric Foundation and senior vice president, general counsel and secretary of the General Electric Company, presents a check for $1 million to Edwin Moses, a 1984 Olympic gold medal winner. The money was raised by GE employees, pensioners and the General Electric Foundation in the "Team up, GE" voluntary program.

Duane Miller elected GE Club president

Duane Miller, plant protection officer, recently was elected president of the GE Club Board of Directors. Miller and newly-elected Second Vice President **Bob Lehman**, Building 26-B, will serve two-year terms.

Carl Brandt, retired, was re-elected first vice president. **Cindy Heffelfinger**, Building 26-3, was elected secretary.

Lois Perrine, Taylor Street, was elected to serve as a director.

CIMD Salaried Association picnic Aug. 26

The Commercial & Industrial Motor Department Salaried Association (formerly the GPM Management Association) will have its annual family picnic Sunday, Aug. 26. It will be at the Sheriff's County Reserve from noon until 6 p.m.

Admission cost is $2.50 for members and $5 for non-members.

Retirees may contact **Bonnie Wolf**, 428-3702 for reservations.

Adlets

FOR SALE

HOUSE, 7438 Regina, 1,230 sq. ft., extra clean, $39,900, 7% assumable. 432-3794.

DRAPES for sliding glass door, natural; matching sofa & chair. 486-2111.

BAR STOOLS, can buy 3 or 4, very good condition. 424-7474.

MOBILE HOME, refrig, stove, air, dshwshr, disp., shed, 28' awning. 493-2755.

GRAVE LOT, Lindenwood, good location. 485-6273.

END TABLE, FAN, 4 Viva tires, P195/75R14, fair. 485-4790.

ANTIQUE OUTHOUSE, cement base, lumber posts. 489-9453.

CEILING TILE, 45 pcs., 2'x4', call aft. 5 p.m. 456-4724.

MATCHING LIVING ROOM CHAIRS, 2, ex. cond., earth tones; qt. & pint canning jars. 1-357-4034.

RIDING MOWER, 7.5 HP, B&S, 3 spd. & reverse, ex. cond. 485-0304.

AVOCADO DRAPES, 5 pr. 50"x84", 1 pr. 50"x64". 424-3945.

SINGER GOLDEN TOUCH & SEW, cabinet. 484-1671.

'73 CHEV. MALIBU, 350 V-8, new paint & vinyl top, good tires & exhaust sys., clean interior, pwr strg, brakes & seats. 744-0865.

BABY BED, ex. condition, aft. 6 p.m. 625-4920.

18' CABIN CRUISER; '65 Mercury; roller trailer, good cond., $2,000. 1-854-3280.

36" GLASS FIREPLACE ENCLOSURE, 4" flang, 2 grates. 623-3184.

BRASS FIREPLACE SCREEN, andirons, electric logs. 432-9847.

CABBAGE PATCH DOLL CLOTHES & ACCESSORIES, homemade. 456-4631.

150 FORD VAN, 300 engine, 44,000 miles. 486-2535.

LIONEL TRAIN, good cond., 5 cars, 16 track pcs. 1-833-3165.

GE AIR CONDITIONER, 7,500 BTU, thinline, $75; London Fog top coat, sz. 40 reg., zip out lining, $20. 745-1630.

'70 MOBILE HOME, 600 sq. ft., good starter or lake cottage. 747-9255.

19' '69 JOHNSON SURFER TRI-HULL, 210 HP, $3,800. 489-6866.

STARCRAFT CAMPER, slps 8, propane stv, ice box, sink & add-a-room tent, $950. 747-5461.

'68 HONDA 350 MOTORCYCLE, semi-chopped, $225. 1-724-2021.

REDWOOD PICNIC TABLE, w-2 benches, 2 chairs; 2 brnr Coleman stamping stv, & lantern, new. 432-6170.

THREE BEDROOM HOME, Kern Valley, ranch w-fmly rm, garage, $39,900. 747-0834.

HAMMON ELECTRIC ORGAN, Phoenix w-MDD. 447-9761.

FURNITURE: 3 tbls, wdn rocker, pole lt, bkcase k-sz wtrbed, Kimball organ, bdsprd & drapes, curtains. 747-0787.

'77 SUBARU DL, 2 dr. sedan, new paint, 40,000 miles, call aft. 6 p.m. 493-1431.

AIR CONDITIONERS, $80-$150; exercise bike, like new, $60. 426-4485.

'77 CORVETTE, low mileage, loaded, $11,000, firm. 747-0352.

TANDEM BIKE; fish tanks, bird cage; 32" glass storm dr; air cond.; stereo; tires. 745-9864.

EXERCISE BIKE, Huffy, $59; wooden doors, 28"x80", $25; alum dr, 36"x80", $15. 483-5923.

TIRES: 1, 6.50x13 trlr, $10; 1, L78x15, $20; 1, GR78x13, $20. 747-9881.

WANTED

GRAVESITES, Oddfellows Cemetery, New Haven. 483-3062.

COMBINATION WOOD STORM & SCREEN DOOR, 31"x81". 1-396-2822.

HOT WATER HEATER, gas, any size. 747-0241.

LIONEL & AMERICAN FLYER TRAINS, any conditon. 1-724-8011.

LADIES' GOLF CLUBS, reasonable, call aft. 5 p.m. 447-7025.

FOR RENT

DOWNTOWN THREE ROOM APT., furn., 1st fl, private entrance, prkg, util. incl., adults. 424-7474.

TWO BEDROOM APT., $181/month, heat, water, gas, refrig, stv, wshr, dryer furnished. 447-5876.

SERVICE

CONTINUOUS GUTTERS & SIDING, free est. 627-2858.

SWEETCAKES THE MAGIC CLOWN, magic, animals, balloons, more, all occasions. 745-1545.

CONCRETE CONSTRUCTION — repair/replace, aft. 6 p.m. 446-5643.

Softball

July 18 results

Hager's Hogs 14, Decatur 12; Foul Balls 16, Thirsty Horde 6; Brothers Screen Prints 20, Foul Balls 10; Brothers Screen Prints 13; Hager's Hogs 2.

July 11 results

Hager's Hogs 16, Foul Balls 3; Decatur 15, Foul Balls 5; Thirsty Horde 12, Brothers Screen Prints 3; Thirsty Horde 12, Hager's Hogs 0.

League standings (7/18)

	Won	Lost
Decatur	11	3
Brothers Screen Prints	11	3
Thirsty Horde	7	7
Hager's Hogs	5	10
Foul Balls	2	13

Elex calendar - September

4 - Partizan Chapter Board meeting, 11:30 a.m., MCL Cafeteria, Southtown Mall.

4 - Reservations due for the Sept. 10 Fall Fashion Review by Hutner's. Call 428-3240 for reservations.

5 - Second Shift Elex Club Executive Board Meeting, 1 p.m., Bldg. 18-3, Room 311.

6 - Pen-El Chapter Board meeting, 1 p.m., Hobby Ranch House, 3204 N. Anthony Blvd.

10 - Hutner's Fall Fashion Review for Elex members and guests, 7 p.m., GE Club Auditorium. Attendance prizes by Hutner's — coat, dress, sportswear, etc. Tickets for members $2 and guests $2.50.

10 - Reservations due for the Five Chapter luncheon on Sept. 24.

13 - Reservations due for the Sept. 20 Elex luncheon and bingo for Elex members only.

17 - Elex Executive Committee meeting, 4:45 p.m., Bldg. 18-3 Conference room.

20 - Elex luncheon and bingo, 11:30 a.m., Hobby Ranch House, 3204 N. Anthony Blvd., tickets $5. Menu: Roast beef and dressing, salad, vegetable, pie and beverage.

24 - Five Chapter's luncheon hosted by the Honor-Ettes Chapter, 12 noon, Hall's Guesthouse, 1313 W. Washington Center Rd. Tickets $6.20.

25 - Elex Club Executive Board meeting, 7:30 p.m., Bldg. 18-3 Conference Room.

Tole painting classes for Elex members and guests, 6 to 9 p.m., Bldg. 18-1 Conference Room on the following dates: Sept. 4-5-6 (Strawberries), 11-12-13 (Pears and Crock). Reservations required. Cost $11 for members and $13 for guests.

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• Dual voltage for worldwide travel.
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***ADLETS**
GE NEWS BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:
☐ For Sale* ☐ Ride Wanted
☐ Wanted ☐ Riders Wanted
☐ For Rent* ☐ Lost
☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form **by noon Friday** for publication Thursday. You may submit only one adlet per issue of the **GE News. No more than 40 letters per Adlet, please.** Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg _____

The item(s) referred to in this ad are in no way connected with any business venture

_____
Signature

Motor markets up slightly in first half

The major motor markets served by the Component Motor Division were ahead of expectations at the end of the first half of 1983. However, second half results are not expected to match those of the first half because of uncertainty regarding interest rates.

"We are now over 1½ years into an economic recovery, and the real Gross National Product (GNP) has been growing at about a 6% pace over this period," said **Bill Corry**, manager of market analysis for the Components Sales Department.

"This compares quite favorably with the long-term average rate of about 3%. With 1984's first half exceeding even the 6% rate, few economists and analysts expect this pace to continue. The growth of the GNP is good news in general, but not all segments of the economy share this growth equally," said Corry.

"Fortunately for the Component Motor Division (CMD), automotive production and residential construction have been extremely strong through the first half," said Corry. While the division's Appliance Control Department serves both market segments, the Specialty Motor Department and the Appliance & Hermetic Motor Department's plants are primarily influenced by housing construction.

"Various trade associations reported May year-to-date shipments of appliances were up over 27% while heating and air conditioning shipments were up more than 29%," added Corry.

He said continued high interest rates in the second half of 1984 are expected to slow the demand for autos and housing.

The demand for commercial and industrial products, the market segment most strongly tied to Fort Wayne plants, is affected by many economic factors. Two indicators, business spending plans and nonresidential construction, were up in the first half. However, they were not as strong as the appliance and auto output, explained Corry.

"The outlook for our commercial and industrial businesses is also one of caution, as increasing inventories and high interest rates are expected to dampen incentives to expand capacity and purchase new equipment," said Corry.

Company results show earnings growth; outlook cited

General Electric sales in the first half of 1983 were $13.25 billion compared to the $12.82 billion reported for the 1983 period. Chairman Jack Welch reported financial results of the company's second quarter and first half on July 11.

Adjusting for the second quarter sale of the Utah International and Housewares businesses, sales were up 6% in the second quarter and 7% for the first half compared with the same periods last year.

Earnings for the first six months of 1984 were $1.064 billion, compared to $946 million for the first half of 1983.

Sales in the second quarter of 1984 were $6.66 billion compared to the $6.72 billion reported for the 1983 quarter. Earnings were $579 million in the second quarter of 1984 compared to $521 million for the second quarter of 1983.

Commenting on the economic outlook, Welch said, "Although near-term domestic prospects appear favorable, we are seeing a deceleration in the rate of growth in the strong customer durables and related components sectors of the economy.

"While our industrial businesses continue to gain momentum, we are concerned about the underlying strength in this sector due to the increasing domestic interest rate picture. Exports continue to be impacted by a strong dollar which appreciated even more during the quarter."

Welch said GE's second quarter had three significant aspects:

- continued favorable impact of strong operating efficiencies from ongoing productivity investments;
- use of gains from the Utah and Housewares dispositions for additional restructuring reserves and asset revaluations to improve the company's long-term competitive position;
- and implementation of several major business development activities in order to add to future earnings growth.

Particularly strong operating results were achieved by consumer-driven businesses such as major appliances, appliance components, and lighting, which continued to experience higher volume as well as greater profitability.

Similar excellent improvements were reported by GE's high technology materials and aerospace businesses and nuclear fuel and services.

The impact of overall favorable domestic economic conditions continues to be partly offset by lack of orders in the domestic utility industry and a general weakness in international markets. General Electric's U.S. export sales are running about 16% below last year.

Sectors served by Fort Wayne businesses show increases

Higher earnings were reported during the second quarter of 1984 compared with the same period in 1983 by the three business segments served by Fort Wayne GE businesses.

The Technical Systems Sector earnings and revenues increased, with sales and earnings of aerospace, semiconductors and component products sharply ahead of a year ago. Program development continues to result in operating losses in industrial electronics. GE's motor businesses, now part of the Industrial Systems Sector, were part of the Technical Systems Sector until Aug. 1.

The Services and Materials Sector had substantially higher earnings and revenues, led by excellent volume improvements in all engineered plastics and materials product lines. General Electric Supply Company's sales to commercial and industrial markets were strong. The Specialty Transformer Operation reported to the Services and Materials Sector until Aug. 1.

Aircraft Engine Business Group earnings were slightly above 1983 on somewhat lower revenues. Earnings improvements came from military sales which essentially offset heavy front-end costs in the growing commercial business. The Aircraft Engine Electronic Controls Department is part of the Aircraft Engine Business Group.

Cafeterias to add 'Physfood' to regular menu

"Try it. You'll like it."

That's what ARA cafeteria personnel will be telling employees about "Physfoods" beginning Aug. 20. Next week, all three cafeterias will be adding additional items to their regular lunch menus to encourage employees to eat healthier foods.

Physfood items will include entree plates, salads and sandwiches that are relatively low in calories and high in nutritional value.

To make eating healthier foods even more appealing, ARA will give employees a token worth 25 cents off their next cafeteria purchase. The tokens will be given just for trying a Physfood during August.

To help educate employees about different foods, Physfood stickers in the cafeteria lines and on vending machines will show approximate calories per serving for these recommended foods.

"What we are trying to do, with ARA's help, is to make employees more aware of the important role nutrition plays in establishing a healthy lifestyle," said **John Peirce**, manager of employee communication. The first week's menu of Physfood items and the calories per portion are as follows:

Monday — Tuna, yogurt cold plate, 240; tomato and cucumber on rye bread, 155; Very vegy pita, 140; 1/2 cup low fat cottage cheese and two juice pack peach halves, 125; mixed green salad with grated radish top, 5.

Tuesday — Open face turkey cold plate, 260; garden sandwich on whole wheat bread, 146; beef and cucumber pita, 145; 6 oz. joggers bean bowl, 70; mixed green salad with grated carrots.

Wednesday — Open face tuna cold plate, 150; chicken britannia sandwich, 200; pato pita, 125; 8 oz. fruit bowl, 90; mixed greens with alfalfa sprouts, 5.

Thursday — Beef on pita cold plate, 145; garden sandwich on dark rye, 146; ocean delite sandwich, 145; 1/2 cup low fat cottage cheese and four juice pack apricot halves, 125; mixed greens with kidney beans, 10.

Friday — Open face shrimp cold plate, 190; turkey spread on whole wheat bread, 200; vegetable pita, 95; small tuna chef salad, 125; mixed greens with tomato wedge, 5.

'Love-Life' health program to begin in August

How's your Love-Life?

This phrase will have a new meaning for employees beginning this month.

Premiering with paycheck distributions Aug. 29 and 31, colorful brochures on health-related topics will be handed out monthly as part of the "Love-Life" program. This program is aimed at making employees more health conscious.

In addition to the informative pamphlets, employees will see posters and video-tapes in the months ahead.

"We are participating in this year-long health campaign to encourage employees to lead healthy lifestyles to prevent health problems," said **Pat Kemerer**, who is heading the Love-Life program. Kemerer is professional relations specialist for the Specialty Motor Department.

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General Electric News

AUGUST 16, 1984 FORT WAYNE, INDIANA VOLUME 66, NO. 31

Special Edition

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Motor Business Group established

Reorganization creates 'one business' driving for continued market, technology leadership

Fort Wayne will be the headquarters of GE's new Motor Business Group. The group was established today in an organization restructuring of the company's electric motor business. The change is being made to better focus the group's manpower and technical resources on serving the company's motor customers and to strengthen GE's leadership position in all electric motor markets.

GE Senior Vice President **Van W. Williams** will be group executive for the Motor Business Group. In the new organization, Williams will have full operating responsibility for MBG. This is in addition to the executive responsibility he has had for the motor businesses for the last seven years. His office will be located in Fort Wayne. Williams has also been designated GE's Fort Wayne area executive. (See story on page 4.)

Williams said that the motor businesses will now operate as one business. The Component Motor Division (CMD), including its motor product departments and sales department, and the Component Products Technology, Finance, Relations, and Legal operations, will be reorganized by function. The existing organization structures of the Component Products Technology Operation, the Component Motor Division, and three CMD product departments — Commercial & Industrial Motor, Appliance & Hermetic Motor, and Specialty Motor — will be discontinued. A new marketing division and new departments for technology and production will be established.

The organization change will be effective Sept. 1 . . . Most managerial and professional assignments will be made by the new departments within the next four weeks.

Managers have been named for the new organizations. They will report to Williams. Appointments include:

- **Roger D. Morey** — Vice President and General Manager - Component Motor Marketing Division.
- **William J. Ehner** — General Manager - Motor Technology Department.
- **Van W. Williams** — Acting General Manager - Motor Production Department.
- **Andrew A. Campbell** — Manager - Motor Finance Operation.
- **Gerald W. Winkler** — Manager - Motor Relations Operation.
- **Thomas N. Beadie** — Group Counsel - Motor Legal Operation.

The changes do not affect the organization structure of the Appliance Control Department or the Large Motor & Generator Department. ACD General Manager John A. Berges and LM&G General Manager John J. O'Connor will report to Williams.



Van Williams will be group executive for the Motor Business Group headquartered in Fort Wayne.

An organization chart showing MBG reporting relationships and management responsibilities is on pages 2 and 3.

William R. Fenoglio, vice president and general manager of the Component Motor Division since October 1981, elected not to remain with the Motor Business Group since he prefers a position with full operating responsibility. While he actively pursues other opportunities, he remains an officer of the company working on special assignments.

Williams said the organization change will be effective Sept. 1. An MBG organization transition plan has been established and will be followed by each of the current product departments. Most managerial and professional assignments will be made by the new departments within the next four weeks. Salaried employees affected by the change will continue to report to their current manager until otherwise notified.

Hourly employees not directly affected

In general, the restructuring affects employees in group, division, and department headquarters jobs. The changes will not have any direct effect on hourly employees at any of the group's plants.

The headquarters operations of the Component Products Group in Carmel, Indiana, and the Appliance & Hermetic Motor Department in Holland, Michigan, will be discontinued. A number of Carmel and Holland employees will transfer to Fort Wayne. When all transfers and reductions are taken into account, total salaried employment in Fort Wayne motor operations is expected to increase by about 70 people.

A number of salaried jobs will be consolidated as positions in the MBG organization are filled. Salaried reductions will take place over the next several months in Fort Wayne, Carmel and Holland. Approximately 100 current Fort Wayne employees are expected to be affected by job consolidations. Some employees will be transferred to other jobs in GE; others will be eligible to elect voluntary retirement under the Pension Plan. Estimates are that about 50 Fort Wayne salaried employees could be laid off.

Employees who are affected by the discontinuance of a department will be provided special assistance in finding other work. Placements in GE will be handled in accordance with normal practices followed in layoff situations. Job seeking skills seminars will be conducted to assist employees in finding jobs outside GE. Benefits counseling will also be provided. (For more information on what help will be available, see the story on page 4.)

Organization to improve market leadership

Discussing the restructuring, Williams said, "This move establishes the kind of organization we will need to improve our leadership position in domestic and world markets for electric motors. It will position us to get maximum benefit from the multi-million dollar program of technology investments and plant production changes that we announced last November and will implement over the next three years."

In addition to the increased emphasis on marketing, Williams said the new structure will intensify the group's technology programs. "When you look at the markets we want to serve and the competitors we face, it's clear that rapid introduction of new technology into our products and manufacturing processes will be imperative for success in the next decade," Williams observed. "We need the organizational flexibility to respond quickly to marketplace demands for technical product improvements and to use technology to lower operating costs. We have the dollars committed to make the changes. This new structure will give us the flexibility we need to implement necessary changes quickly and effectively across the group."

The product department structure was established in GE's motor business in the 1950s. "That structure served us well during the rapid growth of the 1960s and 1970s. However, our business environment has changed. We have to organize the business to compete effectively in the marketplace of the 1980s and 1990s. That means eliminating some of the barriers that are created by a department structure so we can more fully utilize our facilities and technology across the group," Williams pointed out.

Story continued on Page 2.

'This move establishes the kind of organization we will need to improve our leadership position in domestic and world markets for electric motors.'

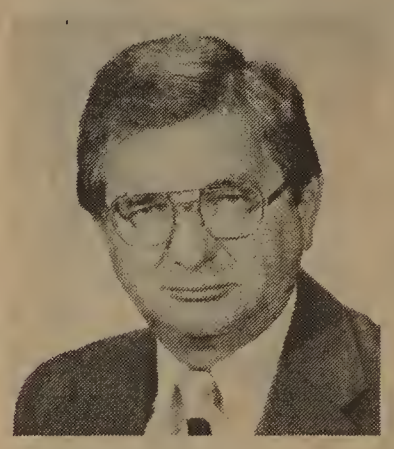
GENERAL ELECTRIC

Van W. Williams
Senior Vice President and General Manager Motor Business Group



Roger D. Morey
Vice President and General Manager Component Motor Marketing Division

- Develop and implement marketing strategies and operating plans.
- Formulate sales plans for original equipment manufacturers and distributors.
- Develop MBG product line structure.
- Develop environmental forecasts and sales forecasts.
- Develop MBG national advertising strategies.
- Track, evaluate and communicate competitor pricing and merchandising programs.
- Manage domestic sales and distribution of electric motors and other MBG products.
- Implement major account and special market programs.
- Provide technical support and training to OEMs and distributors.
- Process customer orders.
- Provide credit and collections operations analysis and auditing for components.



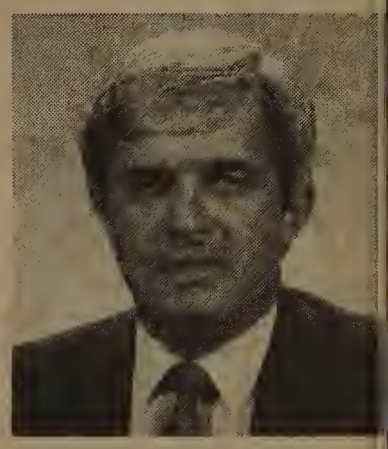
William J. Ehner
General Manager MBG Technology Department

- Conduct applied research and development projects in materials, products and processes to maintain MBG's technology leadership.
- Develop advanced manufacturing processes to improve production quality and costs.
- Provide leadership in product structuring and component standardization.
- Design products according to marketing requirements and within production capabilities.
- Develop new quality control processes for production application.
- Provide leadership in the development and implementation of computer aided design and manufacturing systems (CAD/CAM).



Van W. Williams
Acting General Manager MBG Production Department

- Operate all MBG production facilities (except ACD and LMG) in a cost-effective manner.
- Schedule production operations to meet customer requirements and achieve optimum facility and inventory utilization.
- Lead the implementation of new and improved production processes.
- Lead the development and implementation of improved management information systems for production operations.
- Provide quality assurance.
- Distribute and warehouse finished motor products.
- Provide central purchasing services for all MBG operations.



Andrew A. Campbe
Manager MBG Finance Operation

- Provide financial analysis and planning for MBG and its components.
- Maintain financial accounts and records of MBG in accordance with component, company, industry and government standards and requirements, and ensure group assets are safeguarded adequately.
- Provide information systems and data processing support for MBG and its components.
- Provide personnel accounting and benefits administration services for MBG and its components.
- Responsible for payment of all liabilities incurred by MBG components.

— Reorganization

Continued from Page 1

He said that establishing the Component Motor Marketing Division underscores the importance of the group's marketing thrust. "The creation of a new marketing division recognizes a fundamental change in the way we must take our products to the customer. This new division will increase our emphasis on serving customers and providing even better product value. The Components Sales Department will stay intact, reporting to this new division. This will insure that we build on the already strong customer relationships developed by the CSD field sales network.

"Organizing the production and technology departments along functional lines will improve the system for implementing technology changes in the manufacturing process. This will allow us to respond more quickly to customer requirements," Williams said.

Williams cited other benefits the group expects to realize from the restructuring, including:

- Standardization of business systems and certain product offerings.
- Greater flexibility in the utilization of manufacturing facilities and personnel.
- Base cost reductions, resulting principally from the elimination of redundant manage-

Motor Business Group



erald W. Winkler
Manager
3G Relations Operation

rovide leadership in the evelopment and imple- ientation of organization tructures within MBG.
evelop and administer anpower planning, ca- eer development and aining programs for pro- essional employees.
evelop and administer mployee relations plans, ractices and procedures.
evelop and administer ompensation plans for l MBG employees.
rovide recruiting and lacement programs.
rovide labor relations adership within MBG.
rovide leadership in the evelopment and imple- ientation of employee nd external communica- on programs.
evelop and implement ommunity and govern- ient relations programs.



Thomas N. Beadie
Group Counsel
MBG Legal Operation

- Offer legal advice and counsel to MBG managers and specialists to ensure compliance with government laws and regulations and with company policies.
- Assist MBG management in avoiding conflict with patents, trademarks, copyrights and other proprietary rights of others.
- Provide leadership in protecting MBG's proprietary rights, such as inventions, trade secrets and trademark rights.
- Provide leadership in maintaining antitrust compliance programs.
- Conduct legal reviews of product and service offerings to customers.
- Furnish legal assistance in negotiation, preparation and maintenance of contracts entered into by MBG components.



John A. Berges
General Manager
Appliance Control Department

- Develop, design, manufacture and sell electromechanical devices to original equipment manufacturers (OEMs) in the major appliance and automotive industries.
- Appliance components include timers, temperature controls and other devices that respond to time, temperature and pressure.
- Appliance applications include refrigerators, ranges, air conditioners, dishwashers, home laundry equipment and disposers.
- The business is the No. 1 supplier of controls for the appliance industry.
- Controls sold to automotive manufacturers for air conditioning and other systems represent a growing part of ACD's business.



John J. O'Connor
General Manager
Large Motor & Generator Department

Develop, design, manufacture and market motors, generators and motor-generator sets for the conversion of electrical energy into mechanical energy and vice versa. Products include:

- AC motors with horsepower ratings of about 800 through 10,000.
- AC generators with ratings of about 500 through 6,000 kilowatts.
- Combinations of the above units to produce motor-generator sets, principally for industrial applications.

ment functions in the current product department structure.

Summarizing the announcement, Williams said that a special corporate marketing study and a motor business group management review showed that the changes will strengthen GE's leadership position in the market. "We are one of the company's six core businesses. We share the characteristics of those businesses in size, profitability and strong market leadership. Our challenge, through marketing, technology and production, is to be sure that same statement can be made 10 years from now. We have a multi-million dollar expenditure program to strengthen the motor business. Our new organization structure will be a key factor in helping us use the expenditures to produce the strong earnings growth expected for the business.

"When we examined the organization structure, we decided to accelerate the organization plan we started two years ago with the combining of the Appliance and Hermetic Motor departments and continued with the merger of the General Purpose Motor and Small AC Motor departments. This restructuring will tie together all the motor businesses. It will enable us to use our considerable resources in a way that will strengthen our position with customers. And it will make our strong motor business even stronger," Williams concluded.

Van Williams returns to Fort Wayne to lead new Motor Business Group

Van W. Williams will return to Fort Wayne as senior vice president and group executive of the new Motor Business Group. He will also be the GE area executive for Fort Wayne.

Through many years of experience, Williams knows the motor business well. He has been general manager of two GE motor departments, and for the last seven years he was GE's group executive responsible for the motor business.

Williams here in 1972-1974

Many Fort Wayne employees will remember that Williams was general manager of the General Purpose Motor Business Department here from 1972 through 1974.

"I am looking forward to returning to Fort Wayne and to the challenge of implementing this organizational change in the motor business," said Williams. "The change will better position us to meet the competitive challenges we face in the motor business in the decade ahead. I am confident it will strengthen our business and help us maintain our number one position for many years to come."

His GE career began in 1952 after graduation from North Carolina State College. After two years in the Air Force, Williams returned to GE on the Manufacturing Training Program. His first off-program job was as a foreman.

In the 1960s, he worked for the Aircraft Engine Group. During that period he managed two Aviation Service Operations and became general manager of the Aviation Service Department in 1968.

His extensive management experience in the motor business began in 1970 when he became general manager of the Appliance Motor Products Department in DeKalb, Ill.

After serving as general manager of GPM in Fort Wayne from 1972 to 1974, Williams moved to GE headquarters as staff executive in corporate strategic planning. He became general manager of the Major Appliance Manufacturing Division in 1975.

He was named vice president and general manager of the Motor Business Group in 1977 and elected senior vice president in 1979. Since then, the group's name was changed to the Component Products Group and was reorganized to include some non-motor component businesses.

Business dedicated to market leadership

The restructuring announced today puts Williams in charge of a business group dedicated to the continued market leadership of GE appliance controls, motor products and motor technology.

"Our new organization structure will allow us to concentrate our resources on the business we know better than anyone anywhere else in the world — electric motors," said Williams. "Fort Wayne, now more than ever, will be the GE management center for motor marketing, technology and production."

The restructuring announced today puts Williams in charge of a business group dedicated to the continued market leadership of GE appliance controls, motor products and motor technology.

Program designed to help employees adjust to changes; comprehensive placement, benefits services planned

The reorganization of the motor business announced today will affect employees — primarily exempt-salaried employees — in various ways. Some will have new jobs, new titles and new managers. Some will be offered the opportunity to move to new locations. Some will not be placed within GE.

"To facilitate these changes, we have designed a comprehensive program," said **Jerry Winkler**, manager of the MBG Relations Operation. "We will work closely with managers to ensure that the needs of the business and employees are addressed."

Job criteria listed

The first step is to put the new Motor Business Group organization in place. The selection procedure used to determine who gets which job will be based on the following criteria:

- Meeting the needs of the business.
- Hiring the people with the best qualifications for each job.
- Filling positions from within the current organization whenever possible.

Established open position procedures will be followed. These provide that employees available due to lack of work or reorganizations will be considered before jobs are posted. Each selection decision will be reviewed by the hiring manager's manager, by employee relations and approved by the department general manager or operation manager.

Individuals selected and not selected for positions in the new organization will be notified by their manager as soon as possible after staffing decisions have been made.

"Most employees will know where they fit into the new organization structure within four weeks," said Winkler. "Part of employee relations' responsibility is to ensure that the selection procedure and notification process are conducted fairly and in accordance with established guidelines," Winkler said.

'Employees notified of lack of work can expect a full range of support from General Electric . . . we will provide benefits expertise, placement assistance and personal counseling . . .'

A full range of programs will be developed to provide placement and benefits assistance to salaried employees not offered positions in the new organization.

"Based on our past experience with other reorganizations, we believe most employees notified of lack of work will be placed in jobs either inside or outside the company," he said. "Our projections are that with normal retirements and placements of people in other jobs, about 50 Fort Wayne exempt-salaried employees eventually will be laid off."

While few, if any, nonexempt-salaried layoffs are expected, there will be new job assignments for some nonexempts. Assignments will be handled following existing nonexempt placement guidelines.

"Employees notified of lack of work can expect a full range of support from General Electric," Winkler said. "We will provide benefits expertise, placement assistance and personal counseling to help each individual make the most of this transition."

All salaried employees notified of lack of work will receive an up-to-date copy of the lack-of-work guidelines and procedures.

Support in several areas

They can expect support in the following areas:

- **Placement assistance.** Employee relations managers and specialists will provide assistance in finding appropriate positions within the company. An outside consulting firm will conduct a local workshop on job seeking skills. GE will provide an on-site placement center with telephones and other materials necessary for conducting a successful outside job search.
- **Benefits counseling.** GE benefits experts will conduct group informative meetings and provide individual counseling on lack-of-work benefits. Exempt-salaried employees who find employment elsewhere in General Electric will be afforded the full benefits of the GE relocation package.
- **Personal counseling.** "We recognize that there is an emotional impact as well as an economic impact on employees and families affected by change," said Winkler. **Dag Arnold** and others associated with the Employee Assistance Program stand ready to provide support for individuals and families affected by lack-of-work or job transfers.

Employees get support

"Our aim is to ensure that employees are afforded the full consideration and benefits due them," said Winkler. "We intend to minimize the impact of the reorganization on employees through normal retirements and reassignments within the company. But for those who must find work elsewhere, we will provide maximum support."

Winkler said the objectives of the employee relations function are twofold:

- To help achieve employee acceptance of the necessary changes in the organizational structure to meet the needs of the business.
- To work with managers to make sure selections and placements are handled fairly and are perceived as fair by employees.

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General Electric News

AUGUST 23, 1984 — FORT WAYNE, INDIANA — VOLUME 66, NO. 32

Williams outlines MBG structure, challenges

'Teamwork, customer focus key to MBG success'

"Employee teamwork — across the functions — will be the key to the newly structured Motor Business Group," said **Van W. Williams**, senior vice president and area executive, last week to all Fort Wayne GE salaried employees.

Williams conducted the meetings to explain the restructuring of the motor business into six business functions. MBG headquarters will be in Fort Wayne. The change will be effective Sept. 1.

Williams said the restructuring is a step toward making the motor business "more market focused."

"With the new structure, a single marketing representative will be the contact for our business with the customer," he explained.

Technological changes are necessary to stay ahead of competition and to secure jobs, said Williams. "The formation of a separate technology department is especially important in today's competitive markets.

Williams said the restructuring is a step toward making the motor business "more market focused."

Technology can be better applied

As our technology organization makes improvements, they can apply that technology across many of our motor products. We can also make more effective use of our facilities.

Williams announced the managers of each of the six functions and the section managers who have been selected so far.

Because the needs of a function structure will be changed, a number of salaried jobs will be consolidated.

He said most employees affected by the reorganization will be notified of their status within four weeks. A job opportunity placement center will be created to assist employees not selected for positions in the new business structure.

The reorganization will not have any direct effect on hourly employees.

Recognizing there are some risks during a transition period, Williams said, "We need extra care, extra sensitivity and the good judgment of experienced people doing what's best for the business and our people during this time."

He also said employees must work together to maintain the continued focus on serving the customers. "Each of us must actively participate in our jobs so we are much more productive than our counterparts at Baldor or Emerson," he said.

Functions face challenges

Williams outlined the challenges presented to each of the functions by the restructuring.

The marketing function, he said, will focus on increasing market share and making major market breakthroughs. The unification of the technology function will establish a more flexible function better able to spend its total energies on technology development and implementation across the business. "Their emphasis will be on product design and automation and developing electronics for our variable speed motor."



Van Williams, senior vice president and group executive, encouraged teamwork within and between MBG's functions.

The production organization must focus on maintaining GE's motor quality reputation as number one in the world.

Williams said the key to the success of the Motor Business Group is teamwork. "I ask each of you to support your function, to provide the teamwork across the functions, and focus your efforts on our customers. If we all do this, we'll have a business we can be very proud of."



Salaried employees affected by the motor business restructuring listened to an explanation of the new Motor Business Group structure by Van W. Williams, senior vice president and group executive.

'Love-Life' program to begin with focus on lifestyle



New posters each month are aimed at making Fort Wayne GE employees more health conscious, according to Pat Kemerer, who is heading the "Love-Life" program.

Personal lifestyle is the single greatest factor affecting life expectancy and illness. Most Americans who die each year are killed by the "lifestyle diseases": heart disease, cancer, stroke, diabetes, accidents and more.

These conditions can be aggravated by lifestyles that include too much eating, smoking, drinking, stress and too little exercise.

Lifestyle affects life expectancy

"Making employees aware that they can look at their lifestyles and can make changes which might help keep them healthy and even prolong their lives, in some cases, is the intent of the 'Love-Life' program," said **Pat Kemerer**, who is heading the program. Kemerer is professional relations specialist for the Specialty Motor Department.

"Where is Your Lifestyle Leading You" is the name of the first pamphlet in the health awareness program. Employees will receive the brochure in their paychecks next week.

The brochure contains a lifestyle quiz which is intended to challenge employees to think about their lifestyles and how they can affect their estimated life expectancy.

"Studies have shown that we really can make changes in our life which may extend our life expectancy," said Kemerer.

Lifestyle topics include:

- exercise — getting enough "easy" exercise like walking or climbing flights of stairs regularly;
- nutrition — weight and food choices;
- alcohol, drugs and tobacco — frequency, kinds;
- personal health — stress, getting enough rest;
- safety — driving fast, wearing seat belts, taking risks.

"Love-Life" each month will study many of the above topics more in detail, said Kemerer.

"After seeing posters in the cafeterias and getting the brochures with paychecks, we hope that in the months ahead employees will make commitments to make the lifestyle changes that can lead to a happier and healthier life," said Kemerer.

20 'Future Engineers' get week-long, first-hand experience

Fort Wayne GE recently gave about 20 high school students a chance to see first-hand if they are interested in engineering careers. **Cal Keys**, manager of affirmative action programs, headed the week-long Future Engineers program.

Several GE managers of engineering worked with Keys in coordinating the career-exploration program, which included tours through engineering labs and production areas and a two-day tour of Purdue University at West Lafayette.

Counselors in all Fort Wayne, Allen County and Lutheran high schools selected minority and female 10th and 11th grade students for the program who have earned high grades in math and science.

Program for minorities, females

"This program is part of our effort to introduce minorities and females to the field of engineering. We actually track these students through high school and college," said Keys. Although a similar program has been conducted annually since 1977, this is the first year sophomores and juniors have been invited.

"We decided to ask younger students because they can still change their high school curriculum if they find they need different courses to study engineering in college," explained Keys.



Cal Keys (standing second from right), coordinated a workshop for area high school students who are considering a career in engineering. Three GE co-op trainees conducted an afternoon session about what it is like being a beginning engineer. Standing are Marisa Perez, Heritage High School exchange student from Spain; Tricia Wolfgran, Concordia High School, Cal Keys, manager of affirmative action programs, Building 21; Pete Zolkos, a co-op engineer trainee, Building 19-5. Seated are John Hein, Concordia High School; Lisa Little, Elmhurst; Tyra Richardson, Elmhurst High School; Alan Kuhn, co-op engineer trainee, CIMD Taylor Street; Dennis Bobay, co-op engineer trainee, CIMD Taylor Street.

Surveys in the past four years have shown that about 70% of the students who attend the Future Engineering class go to college, and about 60% major in engineering.

Keys said the students were also exposed to career opportunities in related fields such as computer science and business.

Students enjoyed program

Here is a sample of student reactions:

- "The greatest learning achievement of the program for me was learning how useful engineering is in everyday life," said Alonso Bright. I also learned that engineering is useful in other careers."
- "The most important thing I learned was that engineering is a very broad field. It has to do with people," said Tricia Wolfgram.
- "I found out the career opportunities for an engineer are tremendous," said Barbara Ream.
- "This first-hand experience presented an explanation of what it takes to go to a major university and the expectations of an engineering student," said Natalie Simmons.

Keys called the group of students "particularly bright."

He added, "We hope some of them will come back and work for GE."

Tickets available for Kings Island

Tickets for GE Days at Kings Island Sept. 22 and 23 are available at all locations of the GE Employees Federal Credit Union. There is a limited supply of the $6 special discount tickets. The regular admission price is $13.50 per person.

To get a discount ticket, you must present the coupon below to the Credit Union. Tickets are good for only the day which you specify when buying the tickets.

Children under age 3 are admitted free. All ticket sales are final and not refundable for any reason.

Kings Island is a 1,600 acre family entertainment center located on Interstate 71, 40 miles south of Dayton, Ohio.

It includes a theme park, a storybook kingdom known as Hanna-Barbera Land, the College Football Hall of Fame and the Jack Nicklaus Sports Center.



GE Days at Kings Island will be Sept. 22 and 23. A limited supply of tickets are available at all locations of the GE Employees Federal Credit Union. Tickets are $6.

Kings Island GE Days Sept. 22, 23

Number of tickets _____ at $6 each.

Check the date for which you want tickets: Saturday, Sept. 22 _____

Sunday, Sept. 23 _____

Present this coupon with your money to any location of the GE Employees Federal Credit Union.

Note: There is a limited supply of tickets. Tickets cannot be refunded for any reason.

'Remember When' Club to meet Oct. 16

The annual dinner meeting of the "Remember When" Club will be Tuesday, Oct. 16, at Lester's Party Room, 1504 Bluffton Rd.

Any women who worked at GE before Dec. 31, 1950, may attend.

The dinner is scheduled for 6:30 p.m. with a cash bar beginning at 5:30 p.m.

Dinner costs $8.35

The cost is $8.35 including dues, tax and gratuity.

Reservations must be made by ing: **Alberta Malcolm**, 747-2097; **Annabelle Partee**, 745-2590; or **Helen Theime**, 747-9342.

GE Club Fall Dance set for Sept. 29

The second annual GE Club Dance will be Saturday, Sept. 29 at the GE Club gymnasium.

50 tickets available

Tickets are on a first come, first serve basis to the first 50 couples for a donation of $5 per couple.

Verdayne Parnin, GE Club entertainment chairperson, will be at GE Club from 2 to 5 p.m. Sept. 26 and Sept. 28 to sell tickets.

Tickets may also be reserved by calling Parnin at 483-4785.

YMCA offers 2-for-1 memberships until Sept. 15

Starting Aug. 27 and running through Sept. 15, the YMCA is having a Two for One Sale. Two adult or family memberships can be purchased for the price of one. The offer is available at YMCA branches located at 226 E. Washington Blvd., 5125 Werling Dr., and 2221 Reed St.

The offer is good only on new memberships, and representatives of both new memberships must come to the YMCA together.

Cafeterias list Physfood menu for next week

Next week's Physfood menu items and the calories per portion are as follows:

Monday — Open face tuna cold plate, 150; Charlie's special sandwich, 200; beef & cucumber pita, 145; fruit boat with 1/4 cup vanilla yogurt topping, 110; salad greens with julienne beets, 10.

Tuesday — Ocean delite cold plate, 215; garden sandwich on dark rye bread, 146; chicken in a pita, 200; 1/2 cup low fat cottage cheese with two-juice pack peach havles, 125; salad greens with red cabbage, 10.

Wednesday — Open face shrimp cold plate, 190; tomato & cucumber sandwich on whole wheat bread, 155; very vegy pita, 140; vegetable boat salad, 15; salad greens with garbanzo bean garnish, 15.

Thursday — Very vegy tuna cold plate, 212; turkey spread on whole wheat bread, 200; pate pita, 125; 6 oz. joggers bean bowl, 70; salad greens with two tomato wedges, 10.

Friday — Open face turkey cold plate, 260; garden sandwich on whole wheat bread, 146; ocean delite sandwich, 145; 1/2 cup low fat cottage cheese with two juice pack pear halves, 125; salad greens with grated carrots, 10.

Organizational chart title clarified

In the organization chart printed in the August 16 Special Edition of the GE News, Van Williams was incorrectly identified as senior vice president and general manager of the Motor Business Group. His correct title, as indicated in several other stories in that edition, is senior vice president and group executive. The GE News regrets any confusion this proofreading error may have caused our readers.

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GENERAL ELECTRIC

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John Hicks, Chief Photographer
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POP guidelines followed

The Promotional Opportunity Program (POP) will continue to be offered as a self-nominating system for open positions through level 9.

"However, as a result of the recently announced reorganization of the Component Motor Division, we will be giving first consideration for job openings to qualified employees affected by lack of work," said **Jim Martin**, manager of professional relations and compliance management.

"Because we are integrating employees affected by lack of work into any open jobs, there could be a delay in the response to candidates using the POP system."

This procedure is in line with POP guidelines and normal lack of work procedures, said Martin.

Adlets

RIDE WANTED

VANCE AVENUE & HOBSON ROAD to Bdwy, 7-3:30 p.m. 484-7654.

FOR SALE

DRAPES FOR SLIDING GLASS DOOR, natural, 4 mos. old. 486-2111.

30'' SELF-CLEANING RANGE, coppertone, $100. 432-2734.

THREE BEDROOM RANCH, gas heat, att. garage, shed, good location. 484-3772.

'77 SUZUKI 750, low mileage, ex. cond., $1,000 or best offer. 432-5747.

YARDMAN RIDING MOWER, $125. 747-4738.

LAKE FRONT COTTAGE, leaving Indiana, must sell, cheap. 672-3928.

GRAVITY BIN WAGON with 165 bushel Kill Bros. hopper & 10 ton gear. 627-2015.

REFRIGERATOR, Wards, 15 years old, coppertone. 484-8867.

'77 IMPALA, 350, auto, air, ps, pb, pwr locks, 80,000 miles, $1,400. 432-4490.

FERTILIZER SPREADER, $10; Electrolux sweeper, $20. 745-1630.

GE AIR CONDITIONER, 8,000 BTU, $95. 456-8304.

THREE BEDROOM HOME, Arcola, 9.25 VA, assume, $35,900 full price. 483-7324.

SWEDISH MASSAGE HOME STUDY COURSE, $10. 447-4066.

MEN'S FLORSHEIM SHOES, like new, sz. 8-1/2A. 447-9761.

'72 SUZUKI MOTORCYCLE, ex. cond., blue, low mileage, $250. 747-0033.

GRAVE LOTS, 2, Lindenwood, good location, must sell, $450. 489-5257.

ALUMINUM AWNING, wht, 14' x 3'6", 10" overhang, $50. 745-3533.

QUEEN SIZE SOFA SLEEPER, new, red flowers, $195; amber & gld swag lamp, $50; pecan dng rm tbl, 6 chairs, china cabinet, $900. 745-5842.

THOMASVILLE COUNTRY MANOR DINING SET complete w-6 chairs, china cupboard, buffet. 432-6059.

ADULT WALKER, adjustable height, $10. 485-5598.

COLEMAN CAMP STOVE, nvr used, $10; cabin tent, 8' x 10', slps 4, $50. 747-5111.

'81 HALLMARK ENCLOSED TRAILER, ex. cond., $1,200; '84 Suzuki 125, like new, $1,200. 747-3653.

ANTIQUE OAK BUFFET, refinished. 693-3879.

'78 TRAVEL TRAILER, 23-1/2', twin beds, slps 7, rear bath, awning. 456-2873.

MOBILE HOME ON LAKE FRONT LOT, good fishing. 1-833-1835.

CABINETS, 6' base, counter, tops; built-in range. 637-6965.

'80 HOLLEY PARK TRAILER, 14' x 70' w-7' x 21' expando, 3 bdrms, 1-1/2 baths, air, frpl., ex. cond. 622-7905.

JVC CAR CASSETTE STEREO SYSTEM, equal., 3-way spkrs, 6 mos. old. 484-0107.

STORM WINDOWS, various sizes, $5 each, aft. 6:30 p.m. 622-7611.

HOUSE IN LEO, overlooking pond, $53,000; Allis WD45 tractor. 627-5128.

'79 MALIBU CLASSIC, 2 dr., V-8, auto, pwr, air, two-tone, 53,000 miles, $3,650. 747-5461.

TIRES ON RIMS, 4, Ford Pinto, like new, $60, aft. 5 p.m. 426-1375.

WALL MODEL GAS FURNACE, Ideal for shop, garage, $50. 672-3675.

PLATFORM SCALE & WEIGHTS, 800 lbs. 483-7662.

21' CONCORD TRAVEL TRAILER, very good cond. 1-723-5339.

GARAGE SALE, August 24-25, 1030 Packard, clothing, misc.

DECORATIVE IRON RAILING, heavy, cheap. 1-356-8627.

WANTED

LIONEL & AMERICAN FLYER TRAINS, any cond. 1-724-8011.

AC ADAPTOR FOR TEXAS INSTRUMENT CALCULATOR, part No. 9132. 447-4751.

ENGINE CYLINDER LEAKDOWN TESTER. 484-7379.

BABYSITTING, any hour and age, 10 years experience tutoring & daycare. 489-4354.

WILL BABYSIT IN MY HOME, any shift, fenced yard and playmate. 456-6226.

FOR RENT

8 ROOM HOUSE, ex. cond., NW, $275 plus util., adults. 489-5770.

LOWER DUPLEX, NW, 2 bdrms, frpl, bsmt, $280/month, aft. 4 p.m. 493-2080.

SERVICE

CONCRETE CONSTRUCTION, repair/replace, aft. 6 p.m. 446-5643.

SWEETCAKES THE MAGIC CLOWN, animals, photos, balloons, clown car, etc. 745-1545.

Softball

August 15 results

Decatur 15, Brothers Screen Prints 13; Decatur 13, Hager's Hogs 6; Thirsty Horde 8, Foul Balls 5; Brothers Screen Prints 4, Thirsty Horde 4.

Final league standings

	Won	Lost	Tie
Decatur (League Champ)	13	3	
Brothers Screen Prints	11	4	1
Thirsty Horde	8	7	1
Hager's Hogs	5	11	
Foul Balls	2	14	

The softball league's tourney will be Aug. 22, 23 and 29 at McMillen Park on diamonds 3 and 4.

In memory

Clarence W. Kabisch, New Haven, died Aug. 14. He was a motor repairer at Taylor Street prior to retiring in 1968.

Alphonse P. Schuler, Yoder, died Aug. 14. He was a Power House attendant prior to retirement in 1968.

James A. Hughes, 2127 Wawonaissa Trail, died Aug. 11. He was a group leader at STD prior to retiring in 1978.

Charles W. Strong, Churubusco, died Aug. 7. He was an industrial truck driver for SMD prior to retiring in 1961.

Frank C. Snyder, 2730 Mauldin Dr., died Aug. 5. He was a drill press operator at Winter Street prior to retiring in 1971.

Paul D. Weaver, Yoder, died Aug. 3. He was a grinder in Building 19-4 prior to retiring in 1964.

William E. Stiles, 1315 Pemberton Dr., died July 31. He was an annealing oven operator prior to retiring in 1974.

Robert D. Mees, 6534 Union Chapel Rd., died July 29. He was a supervisor in advanced manufacturing in Building 31-2 prior to retirement in 1976.

Herman J. Bobay, 1521 Strand Rd., died July 27. He was a receiving and salvage supervisor at GPM Taylor Street prior to retiring in 1974.

Louis W. Wegman, 1752 Hale Ave., died July 23. He was a punch press operator in Building 26-5 prior to retiring in 1968.

Everett H. Lindeman, 5125 Buell Dr., died July 18. He worked in Building 4-2 prior to retiring in 1966.

Corvin J. Boyer, 2216 Juliette, died July 16. He worked in quality control, Building 6-4, prior to retiring in 1971.

William L. Surfus, Leo, died July 16. He worked at SMD prior to retiring in 1962.

Orville D. Coleman, Warren, died July 15. He worked at SMD prior to retiring in 1961.

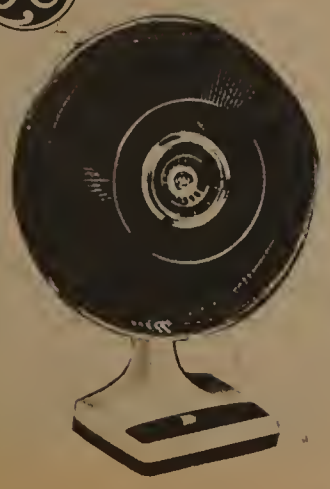
Mildred M. Compton, Fort Myers, Fla., died July 10. She worked at SIM prior to retiring in 1962.

Leslie G. Ternet, 5335 Northcrest Dr., died July 13. He worked at GPM prior to retiring in 1957.

COOL OFF!

AT YOUR
EMPLOYEE STORE

1030 Swinney Ave.
10-5:30 M-F



GE 16" OSCILLATING FAN. Automatic side-to-side motion for broader air flow & better circulation. Can also be easily set not to oscillate. Convenient 3 speed push button controls. Adjustable tilt control to direct air up, down or straight on. Chrome finish protective grilles and simulated woodgrain control panel. Sh. wt. 12.9 lbs.

OF16A 18"L x 12"W x 24"H.

CLASS "E" $29.95
While They Last

Patton Fans
10% off

***ADLETS**
GE NEWS BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:
☐ For Sale • ☐ Ride Wanted
☐ Wanted ☐ Riders Wanted
☐ For Rent • ☐ Lost
☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form **by noon Friday** for publication Thursday. You may submit only one adlet per issue of the **GE News. No more than 40 letters per Adlet, please.** Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg _____

The item(s) referred to in this ad are in no way connected with any business venture

_____
Signature

Employees notified of lack of work have S&SP options

Employees who have been notified of lack of work in September still have time to make changes in their Savings and Security Program participation to make maximum use of the plan.

For instance, non-participants may want to enroll immediately to provide themselves the option of using "make-up savings" to obtain more income later on. Participants in the new Deferred Pay Account may want to switch to regular savings temporarily to make maximum use of the make-up savings provision in the plan.

Employees scheduled to be placed on lack of work in September who want to make these changes should do so by the end of August, said **Doyt Schaadt**, manager of personnel accounting and banking.

During a layoff, participants can also take advantage of S&SP withdrawal provisions without forfeiting the company matching portion of their savings.

'It is to the participants' advantage to leave their savings in their S&SP tax shelter . . . But when emergencies arise, it's comforting to know that employees can use the valuable security provisions of the plan.'

— Doyt Schaadt, manager of personnel accounting

Make-up savings explained

Participants in S&SP who are continuously absent for lack of work for at least two weeks may make up savings they would have contributed had they been working. The maximum that participants can make up per week is equal to their authorized percentage deduction in effect at the time their absence began multiplied times their normal straight time earnings.

Employees can make up savings during the absence or after they return — either in installments over a period up to one year, or in a lump sum within a month after return to work — as long as they have not broken service.

"One advantage is that after six months on layoff, you can make up your savings and then withdraw not only your make-up savings but also the company matching payment," said Schaadt. "Many employees have used these provisions to obtain extra income during extended periods of lack-of-work."

Schaadt explained, however, that employees cannot make up Deferred Pay Account savings because of Internal Revenue Service regulations. "For this reason, some employees may want to temporarily change their election to regular S&SP savings from DPA. This would allow them to take maximum advantage of make-up savings provisions," said Schaadt.

For instance, employees saving 4% in regular S&SP and 3% in DPA prior to layoff could make up only the 4% going into regular S&SP. They would be credited with a company matching payment equal to 2% of the pay they would have earned had they been working. By switching the full 7% to regular S&SP, they could make up all of it and receive a company matching payment of 3½%.

Another reason to enroll

Employees who are not in S&SP may want to enroll so they can take advantage of both make-up savings and withdrawal provisions of the plan, said Schaadt.

The amount employees can withdraw from S&SP depends on the length of their lack-of-work period. Here is a summary of how withdrawal provisions work:

- During short work weeks, participants can withdraw an amount from their S&SP savings equal to the normal straight-time earnings lost. This applies only to a week shortened to 80% or less of the normal workweek (four days or less for most employees).
- Employees who are on layoff more than two consecutive weeks can withdraw all or part of their contributions without losing the company matching contributions in their account.
- After six months on layoff, S&SP participants can withdraw all holdings in their accounts. This includes all employee contributions, company matching payments, and all interest and dividends.
- When withdrawals are made, they will come first from regular S&SP savings, then from Retirement Option Account savings. If employees can substantiate that a hardship exists, they can then withdraw DPA savings as a last resort.
- Employees should consider the tax consequences before making a withdrawal.

"These are part of the 'security' provisions of S&SP," noted Schaadt. "It is to participants' advantage to leave their savings in their S&SP tax shelter so they continue to grow and compound at high rates of return. But when emergencies arise, it's comforting to know that employees can use the valuable security provisions of the plan."

For more information on how the Savings and Security Plan works, employees should consult their S&SP Prospectus, benefits booklets or contact their employee relations representative.

$4 million being spent to shift DC production to Taylor Street

The Motor Production Department (MPD) will invest about $4 million in the next 15 months to upgrade DC and 40 frame product line manufacturing equipment and to integrate various DC manufacturing processes into Taylor Street.

The investment is being made to improve the utilization of MPD's Fort Wayne facilities and equipment and to provide for future productivity gains.

In making the announcement to employees today, **Pat Palmisano**, manager of MPD's Fort Wayne operations, explained, "In order to improve our business, we need to make the most cost efficient use of all our resources, including our people, our facilities and our equipment.



Pat Palmisano, manager of the Motor Production Department's Fort Wayne operations, announced today a 15-month plan to integrate DC and 40 frame production at Taylor Street.

"A major step to achieve this goal is to upgrade our equipment and to integrate various DC manufacturing processes now at Broadway into our Taylor Street plant.

"Concentrating more manufacturing processes into one building will improve production costs. Higher production volume at Taylor Street will increase equipment utilization.

"Improvements will also be realized through the elimination of duplicate base and operating costs. Another integration plus will be the effect of multiplying the return on our investment dollars. Now, monies invested at Taylor Street will often benefit two product lines, rather than one. That will make investments in Taylor Street more attractive to the total business."

As part of the change, Palmisano said MPD will purchase some miscellaneous small parts currently made in its Fort Wayne operations instead of continuing to make the parts on a small lot basis.

"These cost reductions, productivity improvements and efficiency gains are designed to achieve a stronger, more competitive motor manufacturing facility in Fort Wayne. Both the Broadway DC and Taylor Street 40 frame are good businesses. We must work hard to keep them that way," said Palmisano.

Need to offer customers total package

"We have to take advantage of opportunities to enhance our business' competitiveness. We can't be the best in only one or two areas: we have to offer our customers a total package — service, quality and price. This investment is a major commitment to our customers to help keep our prices competitive through the effective management of our internal costs," he added.

Palmisano explained that approximately 10 salaried jobs will be reduced as the transitions are made and positions are combined. The reductions will take place over the next 15 months.

He said he expected most of those affected will succeed in finding placements. "Because we're talking about a 15-month transition period, we should be able to absorb most of the reductions through attrition and planned retirements," he said.

About 10 employees could be added

Hourly employment for DC motors is expected to remain stable or increase slightly. Marketing forecasts project an increase in DC motor sales in 1985. Palmisano said that about 10 employees could eventually be added to meet the forecasted production schedules.

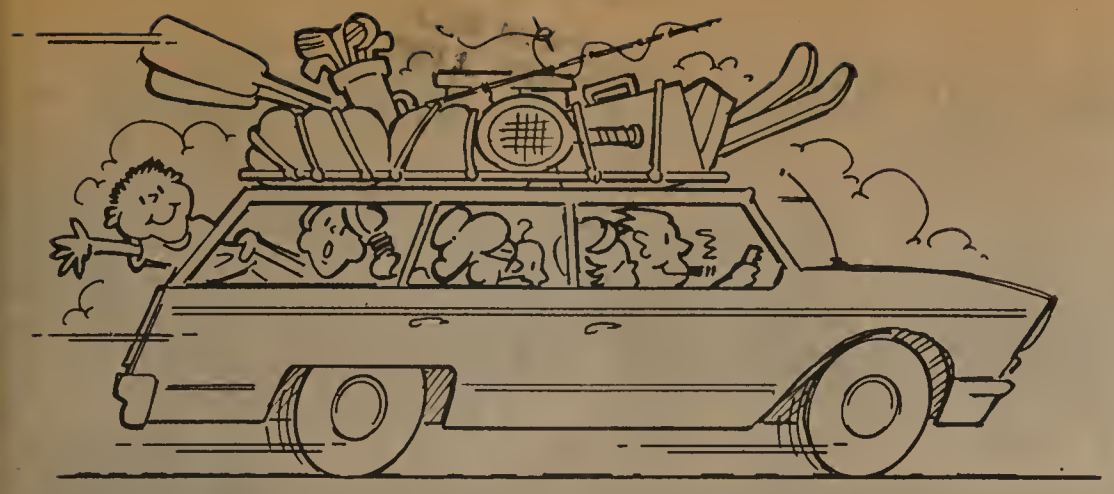
"Obviously, we'll go through a period of change that will affect many of our employees and their jobs. But I believe we should be able to adjust to the effects of those changes with the jobs we'll have to add to meet our forecasted production schedule," Palmisano said.

Hourly employees who might be affected by displacements during implementation of the project will have normal placement rights under negotiated procedures. Available positions might include openings in the Aircraft Engine Electronics Controls Department, which is in the process of establishing its Fort Wayne production operations.

"Overall, we don't anticipate that any hourly employees currently on our payroll will be laid off as a result of this project," Palmisano emphasized.

The transition is planned to begin next month. The project is scheduled to be completed by the end of 1985.

NON-CIRCULATING



Labor Day holiday Monday gives summer's last 3-day weekend

The Labor Day holiday Monday will give employees a three-day weekend traditionally considered the last long weekend of the summer vacation season.

It is also a day to honor the working people of America.

For GE employees, five paid holidays remain in 1984, including four-day weekends at Thanksgiving, Christmas and New Years. All Fort Wayne production operations will have a small "s" shutdown Dec. 26-28 between the Christmas holidays and the floating holiday, Dec. 31.

General Electric News

AUGUST 30, 1984 FORT WAYNE, INDIANA VOLUME 66, NO. 33

ECSF Board tours Rescue Mission

See story on Page 4.

Centralized buying yields higher quality, lower costs

GE purchasing awarded national recognition

Several hundred million dollars worth of products — consisting of 35,000 items ranging from work gloves to steel — are purchased annually by the Group Purchasing Operation, headquartered in Building 19-2.

As a member of the General Electric Corporate Purchasing Council, the group operation shared in GE's award of the Medal of Professional Excellence made earlier this year by **Purchasing** magazine, considered the top publication in the field.

Tom Natale, manager of the Production Department Group Purchasing and Transportation Operation, was pictured with other GE corporate council members in the 12-page cover-story article featuring GE's purchasing organization.

The magazine's June issue cited GE purchasing for "the ability to accept change and make it work tomorrow."

The group purchasing operation also participates in several GE corporate purchasing councils whose focus is consolidated buying.

"We receive a greater value from our suppliers by consolidating our needs," explained Natale. "The larger the purchase, the more attention to quality and price we get from a supplier."

For example, the group purchasing operation participates in a corporate council to buy supplies. One of the items contracted on a corporate basis is gloves. Since the need for gloves at GE plants is similar, gloves for many GE businesses are consolidated within the group and the corporate council to get the best possible quality and cost, he explained.

Steel, however, is a product which is purchased locally. He said, "To make motors, we need a particular kind of steel because of its electrical characteristics. Other GE businesses have needs for different kinds of steel."

Natale is a member of the GE's corporate advisory committee, which sets purchasing strategies for its 29 councils. **Ross Sonday**, manager of direct material contracting, is chairman of the secondary aluminum council. **Stan Ketzler**, contracting agent, is a member of the corporate gas council.

GE's councils meet periodically to survey the business needs and requirements, analyze the products, negotiate with the suppliers and make commitments for purchasing during the year.

"Each plant or location buys from the contract as they need. For example, the council may negotiate a contract on copying machines for all of GE. Each machine, however, is purchased locally," Natale said.

Motor purchases are divided into three general areas:

- **Steel** comprises about 25% of the total purchasing budget.
- **Direct materials** are commodities that go directly into the product. Examples are aluminum, castings, fasteners, bearings and felt.
- **Maintenance repair and operation** supplies are items needed to manufacture a product, such as gloves or capital equipment.

"As the Motor Business Purchasing Operation has become more centralized over the last few years, we have increasingly obtained higher quality goods for lower costs as a result of these efforts," explained Natale.

"We have been able to use the leverage of the large buying power of the General Electric Company where appropriate," he added.

The Transportation Operation which is part of the local Purchasing Operation, is also getting more of a "purchasing tie-in," according to Natale. "Transportation is becoming more of a purchase item. We're buying more trucking services from independent operators."

Information system implemented

As a result of the changes in purchasing, a more sophisticated information system will be implemented in a program expected to take about 18 months.

"The new computerized information system will simplify and consolidate purchasing information. A lot of the paperwork involved now in purchasing will be eliminated in the next few years," explained Natale.

"The more you consolidate, the better the information system has to be."



Dave Floyd (left), manager of steel contracting, and Tom Natale, manager of group purchasing and transportation, meet regularly with steel vendors to discuss production requirements and pricing.



Viewing the new purchasing information system to be implemented later this year are Ross Sonday (seated), Tom Natale (left), Ed Kimmet and Russ Van Valkenburgh.

Educators see math, science in industry at workshop

About 30 science and math educators visited GE as part of the annual High-Tech Awareness Workshop held prior to Shutdown.

The purpose of the workshop is to make middle school educators aware of implications of high technology on subjects they teach in school.

GE was one of five Fort Wayne area industries involved in the two-week workshop. The project was coordinated by the Department of Education of Indiana-Purdue University at Fort Wayne.

While at GE, educators viewed science and math-related work environments. Employees also made presentations about computers and engineering.

"The cooperation from all the GE professionals who made presentations was super," said **Ginny Huguenard**, project coordinator, Building 4-4.

"What these teachers take back is what they will present to their science and math students," she added. "The workshop makes the teachers, and their students indirectly, more aware of the real world."

Educator Gene Merkle, a math teacher from Carroll High School, said the workshop gave him an extra boost of confidence in his teaching of math. "This kind of workshop helps us point out to the students the things that are important in today's high tech world."

"I feel better about the $100,000 we just spent in a computer system for our students," said Don Meeks, principal of Columbia City Joint High School.



Shadowing GE employees in their math and science related jobs was part of the two-week High-Tech Workshop before Shutdown. Fort Wayne GE Design Draftsmen, Ed Hagadorn (left), Les Hahn and Del Hartman, discussed their careers with educators Gene Merkle, a math teacher at Carroll High School, and Don Meeks, principal of Columbia City Joint High School.

"We educators have appreciated the interest business and industry have recently taken in education. After being with people using their math and science, we can take the information back to the students and make it real to them," Meeks added.

GE Club offers free square dance lessons

The GE Club will again sponsor five free square dance lessons for GE employees beginning Sept. 7 from 7:30 to 9:30 p.m. at the GE Club gymnasium.

"Many people don't realize the mental and physical exercise they can get from square dancing," said **Carl Brandt**. He has instructed the lessons sponsored by the GE Club as well as several other groups for over 30 years.

"The exercise in two and a half hours of square dancing is equivalent to the exercise benefits gained from jogging five miles," said Brandt. "We do a lot of twisting, turning and moving."

Guests are welcome for a nominal fee. Several square dancing groups are open to those who want to continue after the first five lessons.

Those wanting more information should phone Brandt at 432-1677.

Please admit the following Fort Wayne GE employee to the free square dance lessons beginning Sept. 7 at the GE Club gymnasium.

GE employee's name _____ Ext. _____

Location _____

July prices on S&SP investments

Here is the report on the prices for GE Stock, Mutual Fund, and Holding Period Interest Fund used under the Savings and Security Program to credit participants' accounts.

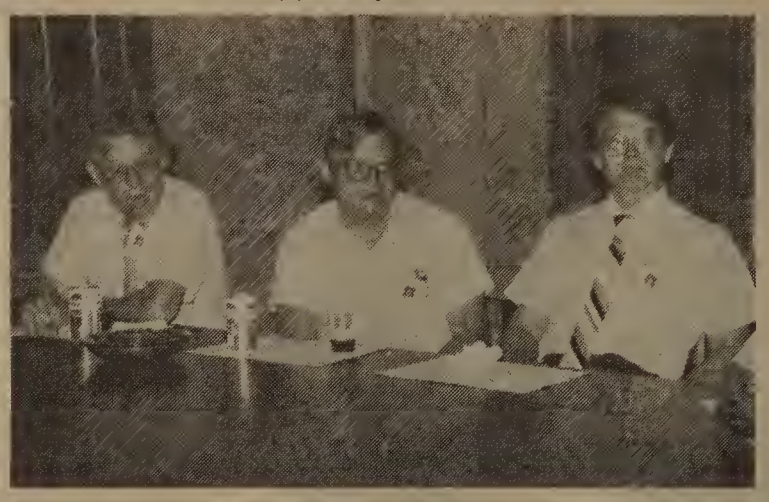
The Long Term Interest Fund price for the last day of the month is also shown, as well as year-to-date annual income rates for both the HP and LT Funds.

Month	Stock Price	Mutual Fund Price	Holding Period Fund Price	Holding Period Fund YTD Annual Income Rate (a) 1981	1982	1983	1984	Long Term Fund Price	Long Term Fund YTD Annual Reinvestment Income Rate
Jan.	$56.482	$32.991	$10.00	13.2%	16.5%	13.7%	13.0%	$10.42	11.8%
Feb.	$53.206	$30.989	$10.00	13.2%	16.6%	13.7%	13.2%	$10.30	12.0%
Mar.	$52.188	$30.915	$10.00	13.2%	16.5%	13.6%	13.2%	$10.14	11.7%
Apr.	$53.825	$30.831	$10.00	13.1%	16.5%	13.6%	13.3%	$10.02	11.7%
May	$53.875	$30.845	$10.00	13.1%	16.5%	13.6%	13.3%	$ 9.76	11.6%
June	$53.250	$30.309	$10.00	13.1%	16.5%	13.6%	13.3%	$ 9.67	11.7%
July	$50.756	$29.953	$10.00	13.1%	16.5%	13.6%	13.3%	$ 9.83	11.8% (b)

(a) The "announced" HP Fund Rate was **13.00% for 1981, 16.25% for 1982, 13.25% for 1983,** and **12.75% for 1984.**

(b) At July 31, 1984, the net current yield of the long term investment portion of the fund was 13%.





As part of the on-going communication about the product transfer with Winter Street's industrial motor employees, Project Manager Joe Miller met with supervisors before Shutdown. Miller said Winter Street employees have given much help and cooperation so far with the product transfer plans. Winter Street employees pictured are (from left) John Leffers, Babe Gephart, Whitie Fremion, James Brake, Bob Whetsell and Mark Jackson.

Sept. 8 Quarter Century Outing Agenda

9:30 a.m.
- Doors open at Coliseum
- Registration begins
  Lunch and door prize tickets distributed
- Fellowship and refreshments
  No tickets required for refreshments

11:30 a.m.
- Lunch
  Tickets must be presented

1:00 p.m.
- Program and door prizes
  Door prizes distributed
  Door prize winner must be present
  Present ticket to receive door prize
  Proof of membership may be required

Cafeterias list Physfood lunch items for third week of program

Next week's menu of Physfood items and the calories per portion are as follows:

Monday — (Labor Day holiday)

Tuesday — Tuna yogurt cold plate, 240; garden sandwich on whole wheat bread, 146; beef & cucumber pita, 145; 6 oz. joggers bean bowl, 70; greens with carrot rings, 10.

Wednesday — Open face shrimp cold plate, 190; chicken britannia, 200; Charlie's special in pita, 175; 1/2 cup low fat cottage cheese, 1/2 cup juice pack fruit cocktail, 125; greens with tomato slices, 10.

Thursday — Ocean delite cold plate, 145; garden sandwich on rye bread, 146; vegetable pita, 95; small turkey chef salad, 120; greens with cucumber slices, 10.

Friday — Open face turkey cold plate, 260; tomato & cucumbers on dark rye, 155; ocean delite sandwich, 145; 8 oz. fruit boat, 90; greens with julienne beets, 10.

Pensioner potlucks slated for 1984-85

The GE Club will host four potlucks during the 1984-85 season. The potlucks are scheduled for 11:30 a.m. Oct. 9, Dec. 4, March 12 and May 14.

Pensioners and their spouses must bring a covered dish and their own table service. Chicken and coffee will be furnished.

The dates for the monthly euchre parties sponsored by the GE Club for pensioners have also been set. They start at 1 p.m. and will be held Oct. 2, Nov. 6, Nov. 27, Jan. 8, Feb. 5, March 5, Apr. 2 and May 7.

Club bingo parties set

GE Club-sponsored bingo parties for the 1984-85 season will be held Oct. 13, Nov. 10, Jan. 12, Feb. 9 and March 9.

Bowling leagues start

The GE Club bowling lanes are now open 10 a.m. to 9 p.m. weekdays for the 1984-85 season. Nearly all leagues have openings for new bowlers. Leagues start Sept. 4.

Four retire Sept. 1



James E. Baker retires with 43 years of service. He started as a coil winder in Building 26-3. He retires as a tester in building 27. "Although I have worked at GE 43 years, it seems like just yesterday that I began."



Hilda M. Akins retires with 22 years of service. She started as an inspector in Building 17-3. She retires as a welder at CIMD Taylor Street. "GE benefits have helped me to retire early. I have enjoyed working here, and I have made many friends."

Kearns retires Sept. 1

Donald Kearns retires with 35 years of service. He was manager of operational planning for STO.

Susie A. Yerger retires from Building 4-4 with 41 years of service.



Stayin' Alive

In recognition for making all seven goals in the "Stay Alive 'Til '85" all-employee program in June, Hermetic Motor Operation employees were treated to a catered lunch in July. Dick Fry, manager of operations analysis said, "Meeting all seven goals is important, but consistently surpassing the quality cost goal is especially important because quality products are going out to the customers." HMO employees also received "GE is ME" caps. They decided to show their pride that day by wearing their "GE is ME" shirts. Building 17-2 employees who volunteered to be first in line included (from left) Noble Dinger, C.T. Smith, Richard Brooks, Robert Mock, Patt Murua, Henry Williams and Acting Plant Manager Ray Watkins.

Adlets

RIDE WANTED

VANCE AVENUE & HOBSON ROAD to Bdwy, 7-3:30 p.m. 484-7654.

FOR SALE

GIRL'S HUFFY OLYMPIA 10-SPEED BIKE, 2 yrs. old, $60. 747-5111.

BOY'S 20" BICYCLE. 432-8644.

'80 CHEV. MONZA, ex. cond., low mileage, $3,100. 484-4924.

WD 45 ALLIS CHALMER, w-implements, $1,300. 627-5128.

TV; couch. 483-4906.

GE CLOTHES DRYER, needs heating element, otherwise ex. cond., $50. 484-7379.

FRIGIDAIRE REFRIGERATOR, 18 cu. ft., avocado. 625-3877.

'72 OLDS CUTLASS SUPREME, new tires & battery, best offer. 639-6813.

THREE PC. WALNUT BEDROOM SET, 1920 era, $385. 440-2023.

LAWN MOWER; 9 MM Bereta, $400 — ammo, $10 & $11/box. 426-4485.

SUZUKI DIRT BIKE, 100 CC, like new, $180; go cart & mini bike, 4 HP, good cond., $150. 747-0241.

'68 DODGE DART, all mechanical parts good. 1-665-5603.

FLOOR MODEL TV CABINET for 28-1/2" x 19-1/2" set, wood. 485-7160.

PATIO SLIDING DOOR, thermal pane w-aluminum frame. 432-3981.

'74 HONDA 350 MOTORCYCLE w-2 helmets, $400. 639-3850.

RAIL DUNE BUGGY, street legal, sharp, $1,500. 489-9462.

TWO BEDROOM BUNGALOW, SE, garage, newly decorated, 4530 Spatz Av. 485-2601.

'78 GL GOLDWING HONDA 1000 MOTORCYCLE, 7,500 miles, full dress stereo, cass., new Mich. tires, ex. cond., $2,500. 745-7481.

12 HP CUB CADET TRACTOR, 42" mower, snow plow & chains. 432-1126.

TWO BEDROOM HOUSE, near Southtown Mall, alum. siding, take over payments of $190/month. 632-5602.

'73 BUICK CENTURY, new tires, 2 snow tires. 422-6831.

HOUSE, 3 bdrms., hdwd floors, fenced yard, 2 car garage. 422-9357.

NORMANDY CLARINET, beginner-high school. 623-6509.

PORTABLE KENNEL for large dog, perfect condition. 745-7319.

VIC-20 COMPUTER, books, cassettes, tape recorder, $75. 432-0505.

FOUR COVINGTON GARDEN LOTS, Masonic section 209D - section 6, $650. 1-495-2325.

BALL JARS; 2 tbls; 2 bdrm lamps; Munsey oven-tstr broiler. 747-9489.

TV REPAIR EQUIPMENT, all you need - schematics, testers, etc., A-1 cond. 744-3807.

GE 30" SELF-CLEANING RANGE, coppertone, very good cond., $100. 432-2734.

JVC CASSETTE CAR STEREO SYSTEM, 3 way speakers, 6 mos. old. 484-0107.

GT BMX BIKE w-pads, all chrome, ex. cond., $225 or offer. 432-2368.

TWO LINDENWOOD GRAVE LOTS, good location, must sell, $450. 489-5257.

CITY LOT, 2646 Ethel Ave., 50'x150'. 1-356-5632.

TYPEWRITERS: prtbl Royal manual, $50; std Smith Corona, $40, ex.; men's 16 lb. bwlg ball & bag. 747-3871.

MASONIC CEMETERY LOTS, 2, choice, best offer, reasonable. 489-4881.

PORTA POTTIE; 6-1/4 HP elec. hand saw; elec. boat motor. 638-4281.

ADULT WALKER, $10; 2 air foam pads for twin beds, $5 each. 485-5598.

REFRIGERATOR, 13.6 cu. ft., wht., like new. 745-4038.

NEW PREEMIE CABBAGE PATCH DOLL. 639-6618.

SECTIONAL SOFA, aqua blue & grn., like new, $300. 745-5842.

GREENLAWN LOTS, 4, good location, $1,200. 447-2280.

18' DUO SPEEDBOAT, 135 HP Evinrude, pwr tilt, nice. 485-2553.

ALTO SAXOPHONE, good cond., reasonable. 428-4714.

LIONEL & AMERICAN FLYER TRAINS, any cond. 1-724-8011.

ALUMINUM STORM WINDOWS, 28"x62"x63", 4 or less, reasonable. 432-2693.

LENNOX KITTY TRACK, parts or complete. 693-3637.

EXERCYCLE, good condition, reasonable. 485-9244.

WANTED

GRAVE SITES, Oddfellows Cemetery, New Haven. 483-3062.

SERVICE

SWEETCAKES THE MAGIC CLOWN, live animals, clown car, photos, balloons, all ages. 745-1545.

CONCRETE CONSTRUCTION — repair/replace, eves. 446-5643.

CONTINUOUS GUTTERS & SIDING, free estimates. 627-2858.

FREE

DOG, German Shepherd/Doberman, neutered, shots, 2 yrs. old, needs good home. 422-0904.

In memory

Jessie C. Hamilton, 6921 Lamont Dr., died Aug. 9. He was a winder in Building 4-3 prior to retiring in 1959.

GE. We bring good things to life.

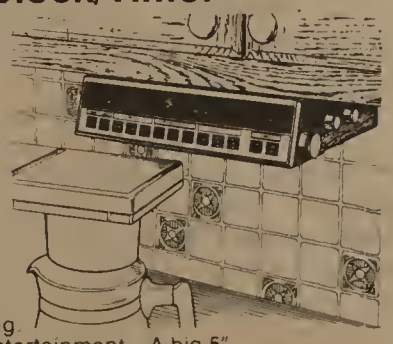
GE SPACEMAKER™ Kitchen Companion

FM/AM Radio with Clock/Timer

AT YOUR EMPLOYEE STORE

1030 Swinney Ave.
10-5:30 M-F

$64.95



Mounts under kitchen cabinet to save counter space and reduce counter clutter. Programmable timed appliance outlet turns appliances on and off at preset times. Plus convenient countdown timer for cooking and baking. Provides fine audio entertainment—A big 5" bottom-fired speaker, 700mw audio output and tone control for fine sound quality.

? Your Direct Line to General Electric
The GE Answer Center 800.626.2000

***ADLETS**
GE NEWS BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:
☐ For Sale • ☐ Ride Wanted
☐ Wanted ☐ Riders Wanted
☐ For Rent • ☐ Lost
☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form **by noon Friday** for publication Thursday. You may submit only one adlet per issue of the **GE News. No more than 40 letters per Adlet, please.** Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture

_____ _____ _____
Signature

ECSF Board members see Rescue Mission first hand

"Willie — Born to raise hell."

That's what the tatoo on Willie Wilmot's arm says.

But he's turned his life around. And he's trying to do the same for others at the Fort Wayne Rescue Mission.

"I'm working for the Lord now," explained Willie, mission resident and work supervisor.

He conducted a tour for members of the GE Employee Community Service Fund (ECSF) Board prior to Shutdown. This was the second of a series of visits to local agencies funded by United Way to see how Fort Wayne GE employee donations are spent.

United Way contributions make up about one-third of the mission's annual budget. United Way monies go for counseling, rehabilitation, food, shelter, clothing, prevention of alcoholism and learning new trades. Other funds come from churches and private donations.



Willie Wilmot (left) gave ECSF Board members a tour of the Fort Wayne Rescue Mission, which is partially funded by the United Way. Board members pictured are Casey Kelster, Dan Thurber, Dan Holloway, Dorothy Houser, Jean Hoover, Carilyn Brown and Tom Johnson.

Willie entered as a transient

After serving a prison term, Willie found himself with no place to go. "I lost my family and I had nothing," he explained. He came to the mission as a transient, stumbling at the door.

"The mission will keep a man three days and provide some resources to help him accomplish some goals," explained Willie. "We turn no one away unless they're inebriated."

Willie's is a success story for the mission. He worked his way from a transient to the staff program.

'Reverend' reviews transients

The first step is going from a transient to a work transient. "The Reverend (Gus Parris) reviews you. If you're willing to work and don't give any trouble, you can become a working transient and work half days at a job provided by the mission. We believe in a total approach to man's needs," Willie explained.

"Each day a man is here, he must attend chapel and learn to accept authority. If a person really wants to get on the right road, he can work his way up to the 30-day program," Willie added. "You can work your way up to other privileges, such as having a TV or a nicer or private room.

Bible study required

After that, a resident may be accepted to be on the "program." In addition to having a job, a man on the "program" must attend Bible sessions, devotions, group study and counseling.

Some residents, like Willie, eventually become mission staff members. Of the 24 residents who were at the mission when ECSF board members toured, about half of the residents were "paying residents."

The mission can house up to about 60 men. "Numbers are lower in the summer because of the warmer weather," added Willie.

"If a man has an income, he is expected to pay the $5 a night room fee," said Willie. Everyone is expected to pay his own 50 cents for dinner, too. "We figure if a man comes in with booze on his breath, he can pay for dinner."

Want to start another mission

Because of how his life has changed, Willie is a believer in the help missions give to those whose lives have no direction. During the Three Rivers Festival, the mission donated the money from its parking concessions to a fund to start a women's rescue mission.

Willie's personal goal is to help start another rescue mission.

"The mission has sure helped me," he said. "I get better looking every day — inward."

Selection process for MBG positions on schedule

The selection process for filling positions within the new Motor Business Group is on-schedule, according to **Jerry Winkler**, manager of the MBG Relations Operation.

"Many section and subsection appointments have been announced within the departments," said Winkler. He expects most individuals will know what their status is in the new organization within the four-week period as announced by **Van W. Williams**, senior vice president and group executive.

Managers trained

To prepare for the organizational structure change, all Fort Wayne GE managers affected by the MBG reorganization recently attended a four-hour training session. Winkler said the purpose of the meetings was to give managers:

- A better understanding of the rationale behind the reorganization.
- A review of how the selection process and lack-of-work procedures are to be handled.
- An update on GE benefits and their implications for employees facing a potential lack of work situation.
- A review of the newly-created Job Opportunity Center and its function.

Employees will be given support

"We want to assuure that employees are treated fairly and that we give them full consideration for jobs for which they are qualified," said Winkler.

"Employees who are not selected to be part of the new organization will receive substantial support in finding a suitable position inside or outside the company," added Winkler.

Opportunity center to open

Winkler said that **Fred Eckart** will be manager of the Job Opportunity Center being constructed in Building 4-4. Payne-Lendman Associates, a firm specializing in helping people to prepare themselves to enter the job market, has been contracted to conduct a series of three-day workshops on job seeking skills.

The center will provide training in resume writing, interviewing skills and methods of making contact with prospective employers. The center will have telephones and other materials necessary for conducting a successful job search.

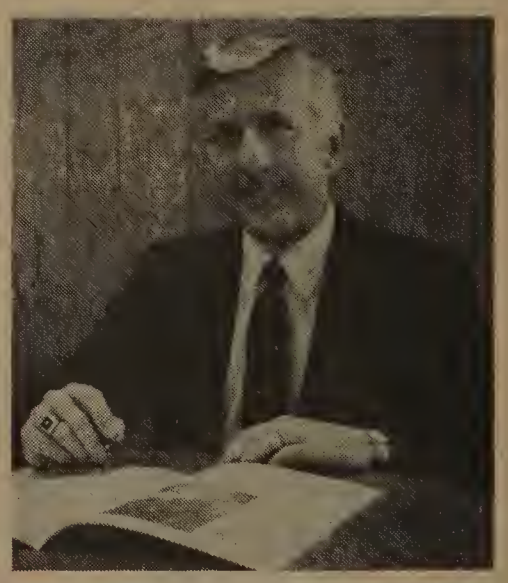
Eckart said he expects the center to be ready in about two weeks.

Immediate managers involved

Winkler said management is working as quickly as they can to complete staffing of the new organization. "We want to let everyone know as soon as possible what their status is," he said.

"The selection process has been set up so each manager is directly involved in selecting the people to be working in his or her organization. We believe this method will result in building a strong organization with good understanding, ownership and accountability at each level," said Winkler.

He explained most salaried employees will experience some change in their jobs as a result of the new business structure. "Most people will see a change in their job content or who their manager is or which organization they report to."



Jerry Winkler, manager of the Motor Business Group Relations Operation, said all managers have attended a four-hour training session to prepare for the changes as a result of the reorganization.

He said one step in the selection procedure is for a manager to identify the key duties and responsibilities an employee will have in a new position. "This will lead to a basis for understanding what is to be accomplished and how it fits into the overall objectives of the business.

"All of this takes time to do right. We appreciate the patience of employees in awaiting these changes," Winkler added.

BULK RATE
U.S. POSTAGE
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Address correction requested

Mail, Inc.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803

(For quickest response, please mail all non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)

ALLEN COUNTY PUBLIC LIBRARY
P O BOX 2270
FORT WAYNE IN 46801

SEP 19 1984

S&SP notices worth hour of study: Schaadt

Holding Period Distribution Notices relating to 1981 savings under the Savings and Security Program were distributed two weeks ago in Fort Wayne.

"The notice tells you what securities are available for distribution to you early in 1985 after the holding period for 1981 savings ends," says **Doyt Schaadt**, manager of personnel accounting and banking. "If you're a participant, these totals can give you a lot of satisfaction.

Schaadt pointed out that, "The notice also provides you with a form for choosing the way you want your securities distributed, if you want a change from last year. There are four alternatives. You'll want to study the entire form carefully to be sure you choose the alternative that's best for you," he said.

Useful information provided

"A special part of the form gives information on your estimated unrecovered investment under S&SP. It also shows estimated taxable income that will result from distribution of your 1981 securities, depending on which alternative you choose. This information can be useful in making your choice," he said.

In addition, the form tells participants how their securities will be registered, the address to which they will be sent, and their Federal Income Tax withholding election. Any changes should be made on Part 2 of the form and delivered or mailed to Personnel Accounting in Building 18-1 prior to Oct. 31.

"Everyone who receives a Holding Period Distribution Notice should study it carefully before completing it or deciding to let last year's instructions continue," concluded Schaadt. "An hour's study may save you tax dollars as well as make sure your money is invested as you want it."

See charts, pages 2 and 3.

General Electric News

FORT WAYNE, INDIANA

SEPTEMBER 6, 1984 VOLUME 66, NO. 34

GE Fun Walk/Run planned for fun, health, charity

Want to do something that's good for you, involves you with other people and contributes to a charitable cause?

The GE Fun Walk/Run on Sept. 22 at Foster Park offers employees a chance to do all three and compete for prizes as well.

Those who like to run can enter the two-mile or the five-mile run. "Nonrunners" can walk the two-mile course or the five-mile course.

GE to donate $1 per mile

For every mile participants walk or run, GE will donate $1 to Daybreak, a local nonprofit organization operating a crisis shelter for the prevention of child abuse and neglect.

The GE Fun Walk/Run is open to all Fort Wayne GE employees. Each employee may also enter one family member or guest in the same event.

First and second place finishers in each of the following categories in the two-mile and five-mile runs will win prizes:

- Men: 34 and under; 35-49; 50 and over.
- Women: 34 and under; 35-49; 50 and over.

Since the two-mile and five-mile walks are not competitive events, participants' names will be placed in a drawing for prizes immediately after the race.



Bill, Tricia and Joan Corry encourage employees to participate in the GE Fun Walk/Run. Besides their interest in keeping fit, they want to help earn funds for Daybreak, a shelter for abused children. Joan volunteers much of her time for Daybreak as a Board Director. Bill is senior specialist of market research in Building 18-5.

To encourage employee participation, GE will donate an extra $100 to Daybreak on behalf of the department which has the highest percentage of participants.

The two-mile run and walk will begin at 10 and 10:05 a.m., respectively. The five-mile run and walk will begin at 11 and 11:05 a.m., respectively.

Box lunches will be available at the park from 11 a.m. to 2 p.m. A portion of the cost of the lunch will be donated to Daybreak. ARA Food Service is going to provide lemonade for all participants.

"The day is intended to encourage Fort Wayne GE employees to do something for their health and to have fun doing it," said **Tom Callant**, manager of compensation and health care cost management. "GE's contribution to Daybreak is another way of making employees feel good, knowing what they're doing is going to help someone else."

Registration form on Page 4

Registrations are due Sept. 17. Forms are provided on Page 4 of the GE News and in employee relations offices.

Participants may also purchase GE Fun Walk/Run t-shirts for $4.50. Part of the proceeds of the t-shirt sales will also be donated to Daybreak.

Prevention of child abuse is focus of Daybreak: Wyss

In just over a year, Daybreak has helped about 280 children in an effort to prevent child abuse.

Now the nonprofit organization itself needs help from the community to keep it alive.

"We need $93,000 by the end of September," said **Tom Wyss**, a member of Daybreak's Board of Directors. Wyss is zone manager in the GE distribution sales organization at Taylor Street.

"The money will give us the time we need to search for a regular means of funding," explained Wyss. "We don't have any other funding up our sleeve."

Fort Wayne GE employees can help by participating in the GE Fun Walk/Run on Sept. 22. GE will donate $1 to Daybreak for every mile participants walk or run.

Wyss plans to walk in the GE Fun Walk/Run because he wants to help raise funds for Daybreak. "This is another show of GE's involvement in helping the community," he said.

"I'm sold on Daybreak not only because it is for kids, but because it is **prevention** centered. Daybreak helps children when a family crisis occurs by providing them a safe place while their parents bring the crisis under control, before the abuse takes place.

"Our goal is the prevention of child abuse and neglect in the Fort Wayne Allen County area. We have people from all walks of life who use the center. No segment of our community is immune to child abuse," explained Wyss.

Daybreak privately funded

Daybreak is funded solely from private fundings and foundations. "We have been affected by all of the reductions in federal programs and the slow local economy. We have been a new agency with no big track record. It has been difficult," said Wyss.

"But we have shown there is a community need and support. The courts, the welfare and police departments have supported it."

Now GE employees are asked to show their support on Sept. 22.



Tom Wyss, Taylor Street.

A guide to your S&SP Distribution Notice

Savings and Security Program participants due to receive a payout from 1981 Holding Period savings in January recently received a Distribution Notice similar to the one shown here. Part 1 of the notice is explained on this page. It provides estimates of taxable 1985 income for each of the four distribution alternatives. Part 2, explained on Page 3, is the action part of the notice. It must be returned by Oct. 31 if the participant desires changes in distribution, registration or tax withholding alternatives. Participants should consult their GE benefits booklets and their S&SP Prospectus before making decisions involving S&SP.

Stock: This block shows the number of shares of GE Stock purchased in 1981. Income refers to dividends paid in 1981 on all stock shares held in 1978-79-80 and 1981 holding periods. These dividends were automatically reinvested for you during 1981 in additional shares of stock. Thus they became part of the 1981 credits now being distributed. If you elect to have shares paid out to you, you will receive a stock certificate showing how many shares you own. You may redeem the shares at no cost through the GE Stock Redemption Plan. They may also be sold through a broker.

Mutual Fund: Listed are the number of S&S Mutual Fund units purchased in 1981. Income includes dividends and capital gains that were paid in 1981 on all units of the fund held in 1978-79-80 and 1981 holding periods. This income was reinvested during 1981 in additional fund units. Thus they became part of the 1981 credits now being distributed. When these units are paid out to you, you will receive a statement showing the number of book units you own. You may redeem the units any time by sending in the redemption portion of that statement to the Mutual Fund.

HP/LT Fund: Shown are the dollar values of units of the Holding Period Interest Fund purchased in 1981. These units will automatically be converted to units of the Long Term Interest Fund before being paid out. If you elect to have these funds delivered to you, you will receive a statement in January showing the number and purchase price of LT Fund units you own. To redeem these units for cash, you will then need to fill out the redemption portion of that statement and send it to the LT Fund.

Current distribution alternative: The S&SP Program provides four distribution alternatives. An "X" shows how your securities are scheduled to be distributed in January 1985. If you want a different alternative, you must mark the change on Part 2 and send in that part of the form.

Bonds: Bonds purchased in 1981 are shown at **maturity** value for Series EE Bonds. Their **redemption** value at the time they are distributed in January will be less than this amount. If you elect to have bonds delivered to you, you will receive U.S. Savings Bonds.

FEDERAL TAX WITHHOLDING ELECTION — You may change the election shown here by marking the appropriate box on Part 2.

Cash: If you invested in U.S. Bonds and there was not enough cash available at the end of the year, 1981, to purchase another U.S. Bond, the remainder will be paid out to you by check. Interest earned in 1981 on any unapplied cash held in your account is also included.

Your Investment election as of June 30, 1984: This section is a reminder of how your weekly savings were being invested as of June 30, 1984. The percentage going into the new Deferred Pay Account is also shown. The numbers are percentages of your weekly pay. Change forms are available in employee relations offices or in Building 18-1.

GENERAL ELECTRIC SAVINGS AND SECURITY PROGRAM — PART 1

1981 HOLDING PERIOD DISTRIBUTION NOTICE

Securities and cash are scheduled for registration and delivery to you as shown below unless you instruct otherwise by completing and returning Part 2.

CURRENT DISTRIBUTION ALTERNATIVE ON FILE

1 ☐ Deliver all Securities and Cash.

2 ☒ Retain Securities and Cash representing Company Payments and Income under the Retirement Option; deliver Securities and Cash representing Employee Contributions only.

3 ☐ Retain all Securities and Cash under the Retirement Option (NOTE: Employee making this election realizes Taxable Interest Income on transfer of Employee Contribution Bonds to Retirement Option Account unless Savings Bonds Interest is reported on an accrual basis.)

4 ☐ Retain Securities and Cash representing Company Payments, Income and 50% of the Employee Contribution. (Note: Employee making this election realizes Taxable Interest Income on transfer of Employee Contribution bonds to Retirement Option Account unless Savings Bonds Interest is reported on an accrual basis.)

FEDERAL TAX WITHHOLDING ELECTION

(Based on last year's distribution) If you did not receive a distribution last year, Federal Tax is required to be withheld from this distribution unless you elect not to have tax withheld (See Part 2)

☐ Federal Tax Withheld

☒ Federal Tax Not Withheld

YOUR 1981 CREDITS (Bonds at Maturity Value, HP/LT Current $ Value)

	BONDS	STOCK	MUTUAL FUND	HP/LT FUND	CASH
EMPLOYEE CONTRIBUTIONS	$			$ 1257.65	$
COMPANY PAYMENTS			21.5415		
INCOME			2.8154	86.18	
TOTAL CREDITS	$		24.3569	$ 1343.83	$

YOUR INVESTMENT ELECTION AS OF JUNE 30, 1984

	BONDS	STOCK	MUTUAL FUND	HP/LT FUND	INSURANCE
EMPLOYEE CONTRIBUTIONS				8.0%	
COMPANY PAYMENTS				3.5%	

DEFERRED PAY PERCENTAGE 2.0%

REGISTRATION ON FILE

U.S. SAVINGS BONDS — MUTUAL FUND

G.E. STOCK — HP/LT FUND

REGISTRATION NOT REQUIRED

Estimated unrecovered investment

Since the money you contribute to regular S&SP savings is after-tax income (already taxed through payroll deductions), you are allowed to "recover" those amounts tax-free in S&SP distributions (or withdrawals). Once you have recovered your investment in S&SP, the additional amounts you receive are regarded as taxable income by the Internal Revenue Service. Employee contributions to GE Stock, S&S Mutual Fund and the HP Fund add to unrecovered investment. Employee contributions to the Deferred Pay Account, S&S Life Insurance and U.S. Bonds do not. Bonds purchased with employee contributions are not considered by the Internal Revenue Service to be part of the S&SP Trust until they are placed in the Retirement Option Account (ROA).

Distribution Alternatives: Columns 1, 2, 3, and 4 are used to calculate **an estimate** of your taxable income for each of the distribution alternatives listed at the top of Part 1.

Unrecovered Investment at 6-30-84 is the actual amount of unrecovered investment you had in S&SP as of June 30, 1984, rounded to the nearest $100.

Estimated Contributions last six months of 1984 provides an estimate of what you will save in the last half of 1984 based on "Your Investment Election" shown above. Remember, Deferred Pay, employee contribution bonds and Life Insurance contributions do not add to unrecovered investment. The estimated contribution for the last six months of 1984 is understated for participants who have elected Deferred Pay and have, in addition, other employee contributions. This results in an overstated taxable income, if any. Since this is only an estimate, GE does not plan on issuing new statements to participants.

Estimated Unrecovered Investment at 12-31-84 is the total of lines 1 and 2. You can receive up to this amount in your January payout and not have taxable income. Remember this is just an estimate.

Employee Contribution Bonds to ROA: When U.S. Savings Bonds purchased with employee contributions are placed into the ROA, they become part of the S&SP Trust for the first time. For that reason they are added to unrecovered investment on this statement at their estimated redemption value on 1-2-85.

Total: These are estimates. They are obtained by subtracting the total estimated distribution values from unrecovered investment at 12-31-84.

ESTIMATED UNRECOVERED INVESTMENT AND 1985 TAXABLE INCOME
(SEE REVERSE SIDE FOR EXPLANATION) AFTER DISTRIBUTION OF 1981 CREDITS*

Distribution Alternatives Available (Your current selection is shown above)	ALTERNATIVE 1	ALTERNATIVE 2	ALTERNATIVE 3	ALTERNATIVE 4
Unrecovered Investment at 6-30-84	$4,200	$4,200	$4,200	$4,200
Estimated Contributions last six months 1984 -a)	500	500	500	500
Estimated Unrecovered Investment at 12-31-84	4,700	4,700	4,700	4,700
Less Estimated Value of 1981 Distribution:				
Bonds (Company Payment only—Estimated Redemption Value)				
Stock @				
Mutual Fund @ 33.50	800			
HP/LT Interest Fund @	1,300	1,300		600
Total Estimated Distribution Value	2,100	1,300		600
Estimated Unrecovered Investment at 1/2/85:				
Unrecovered Investment at 12-31-84 exceeds Distribution Value	2,600	3,400	4,700	4,100
Employee Contributions Bonds to RDA (Estimated Redemption Value)				
Total	2,600	3,400	4,700	4,100
Approximate amount includable in 1985 Taxable Income: (Ordinary Income)				
Distribution exceeds 12-31-84 Unrecovered Investment				
Interest Income on Employee Contribution Bonds Put in RDA				

*All amounts except Interest Income are rounded to the nearest $100. (a-Excludes Deferred Pay and Employee Contributions used to purchase Bonds and Insurance.

THE ABOVE IS AN ESTIMATED PROJECTION OF WHAT THE STATUS OF YOUR ACCOUNT WOULD BE IF 1) YOU CONTINUE TO SAVE AT THE CURRENT RATE, 2) THERE ARE NO WITHDRAWALS AND/OR REPAYMENTS FOR THE REMAINDER OF THE YEAR AND 3) THE MARKET VALUE USED TO ESTIMATE THE VALUE OF THE DISTRIBUTION DOES NOT CHANGE.

D58 A0
034461

Questions pertaining to this distribution should be directed to your Personnel Accounting Component on
Dial Comm 8* - - -
or Area Code - - -
AT: 1635 BROADWAY 18-1
FT WAYNE IN 46801

Less Estimated Value of 1981 Distribution:

Bonds: Only bonds purchased with **company** matching payments are included in this estimate. That's because **employee** contribution bonds are not considered by the IRS as part of the distribution from the S&SP Trust.

Stock shares purchased with employee contributions (EC) will be valued for tax purposes at the **lower** of: (1) the price you paid for them (cost), or (2) their closing price on the New York Stock Exchange on the date of distribution. Shares purchased with company payments (CP) will be valued at their closing price on the date of distribution. The estimated prices shown here are multiplied times the number of shares shown above under "Your 1981 Credits." The totals are rounded to the nearest $100.

Mutual Fund: The units listed under "Your 1981 Credits" will be valued at the net asset value at the time of distribution. Your total credits are multiplied by $33.50 per unit (an estimate) and rounded to the nearest $100 to arrive at the total estimated values shown on this line.

HP/LT Fund: The dollar amount of "Your 1981 Credits" under HP/LT Fund is rounded to the nearest $100 to arrive at these estimates.

Total Estimated Distribution Value: These numbers are the totals of estimated distribution values for Bonds, Stock, Mutual Fund units and HP/LT Fund units.

Important

Approximate amount includable in 1985 taxable income: These estimates are here to alert you to the possible tax consequences of the four distribution alternatives. The top line in this row of boxes shows the estimated amount of taxable income (if any) you will receive under each alternative. If you have taxable income as the result of the 1985 payout, you are required to include it with other 1985 income on your tax forms (due April 15, 1986). The bottom row of numbers shows the estimated taxable interest income on employee contribution bonds if they are transferred into the ROA. This income is the difference between the bonds' redemption value on 1-2-85 minus the amount you paid for them.

If you have estimated taxable income under the distribution alternative you choose, be sure to see the box labeled "FEDERAL TAX WITHHOLDING" on Part 2 of your Distribution Notice.

Registration - Bonds

If **Bonds** are registered in co-ownership form, either coowner may cash the Bonds. If registered in beneficiary form, only the owner may cash the Bonds, according to the U.S. Treasury. The Social Security number of the Bond owner must be shown for registration of all bonds. The name of the beneficiary or first-named coowner also must be listed.

Registration - Stock

If a joint tenant with right of survivorship, and not as tenant in common, is named on **GE Stock**, that person must be of legal age.

Registration - Funds

On **Mutual Fund or LT Fund units,** only the spouse or an adult child of the participant may be designated as joint tenant with right of survivorship, and not as tenant in common.

Distribution Alternative Change

If you want to elect a distribution alternative that is different from the one indicated at the top of Part 1, be sure to place an "X" in the proper box on this page.

S&SP Distribution Notice: Part 2

GENERAL ELECTRIC SAVINGS AND SECURITY PROGRAM PART 2

AUTHORIZATION FOR REGISTRATION AND DELIVERY OF SECURITIES FOLLOWING EXPIRATION OF 1981 HOLDING PERIOD

UNLESS YOU INSTRUCT OTHERWISE BY COMPLETING THIS FORM, YOUR SECURITIES WILL BE ISSUED BEARING THE BELOW ADDRESS AND THE FOLLOWING REGISTRATIONS:

IF YOU WISH TO CHANGE THE ADDRESS AND/OR THE REGISTRATION OF YOUR SECURITIES, OR THE DISTRIBUTION ALTERNATIVE REGARDING DELIVERY OR RETENTION OF YOUR SECURITIES OR FEDERAL TAX WITHHOLDING ELECTION, YOU MUST COMPLETE THE APPLICABLE INFORMATION BELOW. (Please print).

SHOW SOC SEC NO OF OWNER IF OTHER THAN YOURSELF

OWNER _____ (FIRST INITIAL LAST)

U.S. SAVINGS BONDS ☐ COOWNER ☐ BENEFICIARY

_____ (FIRST INITIAL LAST)

G.E. STOCK
REGISTRATION NOT REQUIRED

JOINT TENANT ☐ DELETE ☐ ADD/CHANGE _____ (FIRST INITIAL LAST)

MUTUAL FUND

JOINT TENANT* ☐ DELETE ☐ ADD/CHANGE _____ (FIRST INITIAL LAST)

HP/LT FUND

JOINT TENANT** ☐ DELETE ☐ ADD/CHANGE _____ (FIRST INITIAL LAST)

DISTRIBUTION ALTERNATIVE CHANGE

1 ☐ Deliver all Securities and Cash.

2 ☐ Retain Securities and Cash representing Company Payments and Income under the Retirement Option; deliver Securities and Cash representing Employee Contributions only.

3 ☐ Retain all Securities and Cash under the Retirement Option. (NOTE: Employee making this election realizes Taxable Interest Income on transfer of Employee Contribution Bonds to Retirement Option Account unless Savings Bonds Interest is reported on an accrual basis.)

4 ☐ Retain Securities and Cash representing Company Payments, Income and 50% of the Employee Contribution. (Note: Employee making this election realizes Taxable Interest Income on transfer of Employee Contribution bonds to Retirement Option Account unless Savings Bonds Interest is reported on an accrual basis.)

*RELATIONSHIP _____

**RELATIONSHIP _____

ADDRESS CHANGE

STREET ADDRESS

CITY STATE ZIP COD

FEDERAL TAX WITHHOLDING

The taxable portion of this distribution is subject to Federal Income Tax withholding. Your current Federal withholding election is indicated on Part 1. If you wish to change your election, please check the appropriate box below. Note that penalties may be incurred under the estimated tax payment rules if payments of estimated tax are not adequate and sufficient tax is not withheld.

☐ I elect to have Federal Tax withheld.

☐ I elect that Federal Tax not be withheld.

FOR CHANGES IN DISTRIBUTION ALTERNATIVES OR REGISTRATIONS, PART 2 MUST BE SIGNED AND MAILED TO REACH YOUR PERSONNEL ACCOUNTING COMPONENT (ADDRESS ON PART 1) PRIOR TO NOVEMBER 1, 1984.

A0
034461

SEPARATE AT PERFORATION AND MAIL PART 2 ONLY

Address Change

Each January many checks and securities are not deliverable because participants have not provided their correct address. If your address has changed from that listed on this form, be sure to indicate the change here.

Tax Withholding

Part 1 of the notice shows an estimate of 1985 taxable income for each distribution alternative on the line labeled "Distribution exceeds 12-31-84 Unrecovered Investment." If you have taxable income from the distribution, tax of about 10% of the taxable income will be withheld from your distribution unless you elect not to have it withheld by checking the second box. This is the result of government rules on Federal Income Tax withholding on "pensions, annuities and deferred income."

Sign and return form

If you are making changes in your distribution alternative, registration of securities or on tax withholding on Part 2 of the notice, you must sign, date and return it by Oct. 31, 1984, to this address:

General Electric Company
Personnel Accounting
1635 Broadway, Bldg. 18-1
PO Box 2204
Fort Wayne, IN 46801

Adlets

FOR SALE

GOLF CART & CLUBS; antenna rotator, all good cond. 447-5876.

JVC CAR STEREO SYSTEM — cassette, equal 3-way spkrs, 6 mos. old. 484-0107.

POOL TABLE, 6', Sears, good condition, $150. 747-2097.

SINGER CONSOLE, special stitches, ex. cond., $195. 485-7160.

'56 BUICK SPECIAL, 4 dr., restorable, $450, Sat. a.m. only. 447-2401.

BEDROOM SET — dbl bed w-bookcase, chest, vanity w-mirror, $75. 432-4422.

THOMASVILLE COUNTRY MANOR DINING SET, complete; GE refrig, washer, dryer; Lawnboy mower; Toro snowblower, misc. garden items. 432-6059.

CHAIRS - 3 rockers, 1 swivel, $25 each. 485-3479.

KITCHEN CABINETS & SINK, $20; wooden storm door, ex. cond. 447-1126.

'76 PONTIAC GRAN PRIX SJ, runs good, body needs work; call aft. 5 p.m. 447-5789.

THREE PC. KING SIZE MATTRESS SET, very good cond., $100. 422-7164.

ALUMINUM CHAISE LOUNGE FRAME w-wheels; child's upholstered rocking chair. 432-4268.

'82 PLYMOUTH HORIZON, 41,000 miles, $3,900. 422-8288.

LAKE FRONT HOME, Knapp Lake, north side. Fourth drive. 456-1570.

FLEA MARKET, Sunday, Sept. 9, 5500 S. Anthony, 9-5 p.m. 456-8115.

WHEELCHAIR, top model, removable side & feet, like new, $150. 637-6965.

OAK BEDROOM SET, dbl bed w-bookcase hdbrd, Sealy spring mattress. 747-2097.

SEARS CHORD ORGAN, ex. condition, bench & manual. 432-1367.

'84 RM 125 SUZUKI MOTORCROSS BIKE, water cooled, ex. cond., $1,200. 747-3653.

'72 PLYMOUTH FURY, good cond. except fender dents, air, cruise. 749-2323.

24' TRAVEL TRAILER w-screened room, self-cont., extra clean, must sell. 745-1645.

99'' FLEXSTEEL SOFA, gold, ex. cond.; West Bend humidifier. 485-3872.

LARGE LAKE COTTAGE ON TRI-LAKES, low 40s; '74 Mazda w-bad engine or four new Mazda tires, make offer. 691-3492.

BLUE LAKE BUILDING SITE, 3 acres, Christmas trees, well & septic. 693-3226.

GE CONSOLE RECORD PLAYER & RADIO, very good cond., $75. 484-5030.

SUZUKI DIRT BIKE, 100 CC, like new, $180; go cart, 3 HP; mini bike, 4 HP, $150, runs good. 747-0241.

BOY'S 26'' THREE SPEED SCHWINN BICYCLE, good condition, $35. 432-7153.

FRUIT JARS, quarts & pints. 489-3710.

'77 LINCOLN CONTINENTAL, 2 dr., $3,500, aft. 6 p.m. 627-2057.

'72 MAVERICK, good runner, new brakes, $250. 623-6886.

FOR RENT

ONE BEDROOM APTS: Main St., $150/month; near GE, $170/month, both plus util. 449-0383.

FREE

KITTENS & young mother cat, litter trained. 486-2310.

RIDE WANTED

CANTERBURY TO WINTER STREET, 7-3:30. Call collect 1-724-8158.

WANTED

OUTBOARD MOTOR, 7.5 HP - 10 HP; 20' alum. pontoon with or without motor. 456-4079.

LIONEL & AMERICAN FLYER TRAINS, any condition. 1-724-8011.

USED CROCK POT in good shape. 1-824-3466.

SERVICE

CONTINUOUS GUTTER & SIDING, free estimates. 627-2858.

CONCRETE CONSTRUCTION, repair-replace, eves. 446-5643.

SWEETCAKES THE MAGIC CLOWN, live animals, magic, clown car, photos, for all ages. 745-1545.

In memory

Bernice M. Allen, 2931 Mardi Gras Lane, died Aug. 29. She was an electrical tester at Taylor Street prior to retiring in 1979.

Nareda M. Klemm, 2220 Forest Valley Dr., died Aug. 28. She was a stockkeeper in Building 17 prior to retiring in 1982.

William B. Hartman, 5110 Tyrone Rd., died Aug. 27. He was a rotor repairer in Building 17-2 prior to retiring in 1978.

Viola P. Halber died Aug. 22. She was a secretary in Building 4-6 prior to retirement in 1965.

Nellie M. Martin, 663 Putnam St., died Aug. 22. She was an oil edge filler in Building 26-4 prior to retiring in 1963.

Marlowe D. Shepler, Zanesville, died Aug. 20. He was a production specialist in Building 4-6 prior to retirement in 1970.

***ADLETS**
GE NEWS BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:
☐ For Sale* ☐ Ride Wanted
☐ Wanted ☐ Riders Wanted
☐ For Rent* ☐ Lost
☐ Free ☐ Found ☐ Service

_____

_____

_____

(PLEASE PRINT NEATLY)

Ads must be received only on this form **by noon Friday** for publication Thursday. You may submit only one adlet per issue of the **GE News. No more than 40 letters per Adlet, please.** Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture

_____
Signature

GE retirement income payments hitting $1 billion yearly

It was almost $1 billion; to be exact — $935 million.

That's how much GE contributed last year to support the retirement income of GE employees and retired employees. The record total was made up of the company's 1983 payment to Social Security, plus the previously announced contribution to the GE Pension Trust.

The record amount paid to Social Security in 1983 by GE was $390 million. The company payment matches the combined total paid by all employees.

In addition, the company made its largest-ever contribution to the GE Pension Trust — $545 million. GE employees contributed a total of $87 million to the trust under provisions of the pension plan.

For every employee dollar contributed to the GE Pension Trust, GE contributed $6.26.

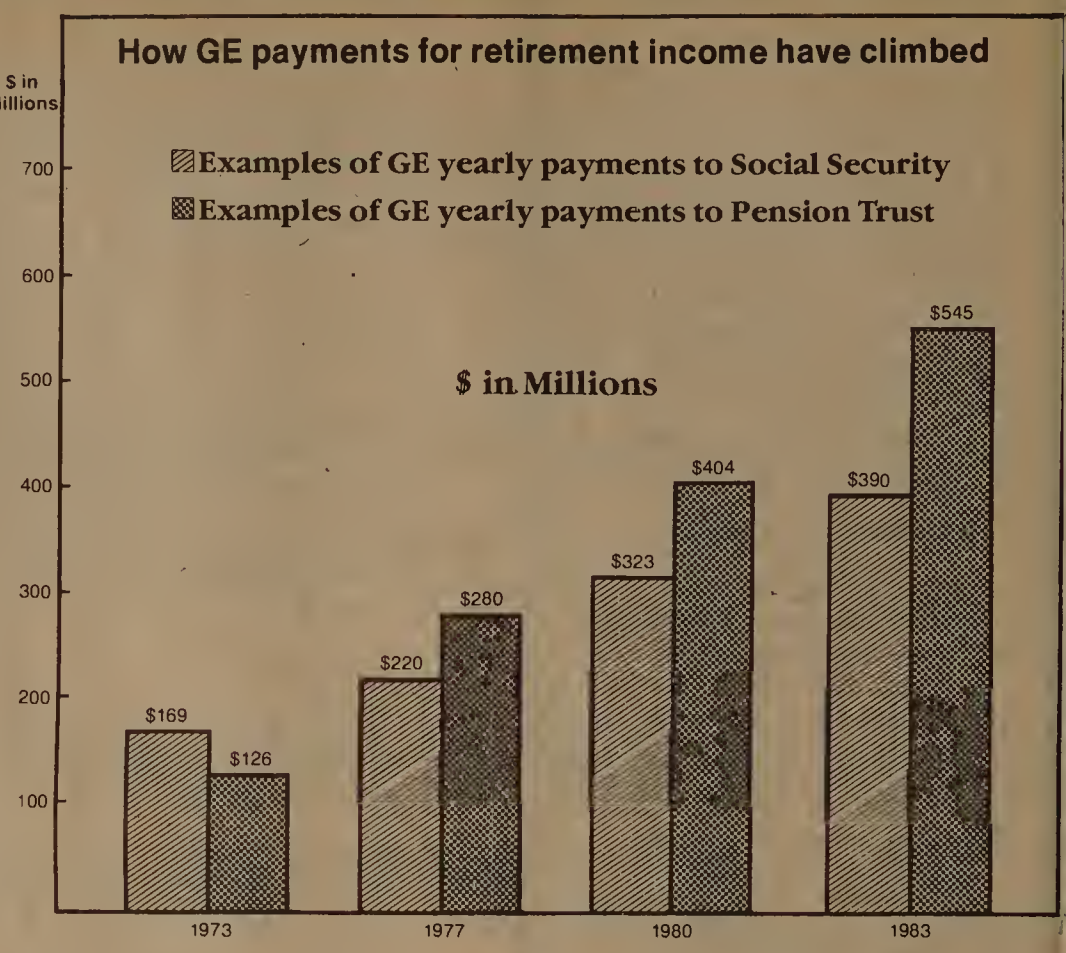
GE benefits specialists point out that, for the most part, the 1983 contributions to the Pension Trust cover pension credits earned by employees during 1983. The income the Trust earns will not be paid out until the employees retire.

Not included in the total of company payments to retirement income in 1983 are the other millions paid by GE to maintain other pension benefits such as the Medical Care Plan for Pensioners and the Pensioners Prescription Drug Plan. When these amounts are added, the GE contributions to retirement benefits totalled more than $1 billion.

GE contributions to the Pension Trust and Social Security have climbed steadily over the years. (See chart at right.)

General Electric adopted a pension plan in 1912, long before such plans were available in other large companies. GE has supported Social Security since it went into effect in 1935.

Doyt Schaadt, manager of personnel accounting and banking, said more than 100,000 are now on the GE pension roll and that, in the last 10 years, more than 2,000 employees have retired from Fort Wayne GE.



Fall fire school Oct. 9, 10, 11

The fall fire school will be conducted on Oct. 9, 10 and 11, at the Fort Wayne Fire Department Academy, 2700 Dwenger Ave.

Firefighters will be contacted by their firefighter supervisors to schedule one of the three-hour sessions. To update volunteer firefighter files and to ensure an adequate number of volunteers are available at all plants, each volunteer firefighter is asked to contact a plant protection supervisor. Plant protection supervisors are **Bob Walt**, Taylor and Winter streets, Ext. 4775, and **David Osborn**, Broadway, Ext. 3322.

Firefighters are asked to report their job location or job status to the supervisors by Sept. 14.

Physfood menu listed for Sept. 10-14

Next week's menu of Physfood items and the calories per portion are as follows:

Monday — Open face turkey cold plate, 260; garden sandwich on whole wheat bread, 146; vegetable pita, 95; turkey chef salad, 120; greens with kidney beans, 15.

Tuesday — Beef on pita cold plate, 145; chicken spread on whole wheat bread, 200; patio pita, 125; 1/2 cup low fat cottage cheese, 2-juice pack peach havles, 125; greens with grated carrots, 10.

Wednesday — Tuna yogurt cold plate, 240; garden sandwich on dark rye bread, 146; beef & cucumber pita, 145; 8 oz. fruit boat with 1/4 cup vanilla yogurt topping, 110; greens with red cabbage, 10.

Thursday — Joggers cold plate, 215; chicken britannia, 200; ocean delite, 145; 6 oz. joggers bean bowl, 70; greens with tomato wedge, 10.

Friday — Open face shrimp cold plate, 190; Charlie's special, 175; cabbage & carrot pita, 100; 6 oz. vegetable boat, 15; greens with cucumber slices, 10.

Registration

Return to GE Fun Walk/Run — Bldg. 18-1
by Sept. 17

GE Fun Walk/Run

Employee Name _____

Dept. _____ Bldg. _____

Event: (check one)

☐ 2 mile WALK ☐ 5 mile WALK

☐ 2 mile RUN ☐ 5 mile RUN

General Electric WALK/RUN • 1 9 8 4 •

If RUNNING, check category:

Men: _____ under 34 _____ 35-49 _____ 50 & over

Women: _____ under 34 _____ 35-49 _____ 50 & over

Name of Guest: _____

T-Shirt (optional) — $4.50 — must enclose check payable to Brothers Screen Prints for each shirt.

___S ___M ___L ___XL

☐ I am interested in being on a committee.

Elex sponsors trip to Chicago Nov. 3

Elex Club members, GE employees, pensioners and guests are invited to sign up for a trip to Chicago, Nov. 3. The trip will include seeing "The Pirates of Penzance," a Gilbert and Sullivan comic musical production, at the Candlelight Dinner Theatre.

Tickets will be sold on a first come, first serve basis. The deadline for reservations is Thursday, Sept. 27.

Tickets are $39.25 for Elex Club members and $40.25 for guests. The price includes $16.50 for bus transportation and $22.75 for the dinner theater ticket. For information, call the Elex Club office, 428-3240.

Quarter Century Outing Saturday at Coliseum

Betty Thompson, Quarter Century board member, reports that 1,100 reservations have been made for the 70th annual Quarter Century Club Outing at the Memorial Coliseum Saturday, Sept. 8.

"We're looking forward to renewing friendships and welcoming new members attending for the first time," said **Art Rasor**, Q.C. Club president.

The agenda for the day is as follows:

9:30 a.m.
- Doors open at Coliseum
- Registration begins
  Lunch and door prize tickets distributed
- Fellowship and refreshments
  No tickets required for refreshments

11:30 a.m.
- Lunch
  Tickets must be presented

1:00 p.m.
- Program and door prizes
  Door prizes distributed
  Door prize winner must be present
  Present ticket to receive door prize
  Proof of membership may be required

GE to hold auction Sept. 8 at Taylor Street

GE will conduct an auction Saturday, Sept. 8, at 10 a.m. at Taylor Street. Several "surplus" items will be sold. Included in the auction are a 1966 Ford truck, a 1947 Jeep with snowblade, metal-working machinery, garden tractors, a fork truck, paint, desks, chairs, and hand tools.

United Way 'Day in the Park' Saturday

"A Jubilee Day in the Park," the United Way of Allen County's third annual celebration, will be at Franke Park on Saturday, Sept. 8, from 10:00 a.m. until 6:00 p.m. The 26 United Way affiliated agencies are sponsoring events and activities which are free to the public and are designed for adult as well as child participation.

The activities appeal to all ages and interest.

The Jubilee's purposes are to say "thank you" to the community, volunteers and businesses, inform the public of the United Way and its affiliated agencies' services, as well as provide a free, fun day in the park. The day is funded by donations from private businesses and a grant from Lilly Endowment.

None of the Jubilee funds come from the United Way campaign.

Customer reaction 'positive' to reorganization

Customer response has been positive to the motor business reorganization announced four weeks ago, said **Roger Morey**, vice president and general manager of the Component Motor Marketing Division.

"As we had hoped, our customers are seeing that the Motor Business Group is now more focused to meet their needs," he said.

"The new structure means our customers only have to deal with one marketing organization for all their GE motor needs," Morey added.

Customers see benefits

"We have had a positive response from customers on the reorganization as they see the benefits in our increased ability to focus our products and resources on their business. In addition, they were pleased that we did not change their direct contacts," said **Guy Rhoades**, general manager of the Components Sales Department (CSD). CSD, which has had direct customer responsibility, has not been changed by the business reorganization.

"Our customers will continue to do business with our same sales people," explained Rhoades, "except that now CSD will work with only one marketing, engineering and production department rather than several. The lines of communication to and from customers will be so greatly simplified, which will enable the fastest possible response to customer requirements."

Morey explained that key positions in the new marketing division have been staffed to insure customer continuity of major programs and planning. "We wanted to continue to provide maximum attention to customer relationships and requirements," he said.

"As Van Williams (senior vice president and group executive) said in the reorganization announcement, the driving force behind the reorganization was to create a market focused organization. The new organization will allow us to be more responsive than ever to all critical areas of market and customer requirements," said Morey.

"We are now able to take technological strengths and focus on our customer programs on a priority basis. The advancement of the Electronically Comutated Motor and other technology-related programs now have much more focused management attention. No longer are these programs spread across multiple departments, but combined into a single technology operation," Morey stated.

To provide greater emphasis on advanced technology and new business opportunities, **Steve Riedel** will manage the New Business Development Operations, which is solely responsible for directing new product programs.

See 'Customers say' on Page 3.



Roger Morey, vice president and general manager of the Component Motor Marketing Division.

General Electric News

SEPTEMBER 13, 1984 FORT WAYNE, INDIANA VOLUME 66, NO. 35

General Electric WALK/RUN • 1984 •

Sat., Sept. 22 - Foster Park

See Page 4 for registration.

Tester classes begin for Electronic Controls Department

About 15 active employees and employees on layoff with recall rights are enrolled in a special course at Ivy Tech designed to train potential candidates for tester jobs at the Aircraft Engine Electronic Controls Department (ECD) at Taylor Street.

Those who complete the course with a grade of C or better are qualified to be considered for tester (R18) job openings, said **Roger Clarke**, manager of employee relations for ECD. He said tester job openings are expected to begin in October.

Another tester class Sept. 18

Another tester class of 15 employees is scheduled to begin Sept. 18. Those who pass an AC or DC Fundamentals course are qualified for consideration for the tester course, Clarke explained.

Those who have completed an AC or DC Fundamentals course with a grade of "C" or better within the last two years are eligible for the course and may contact **Jack Hughes**, Building 21, if they are interested. "Candidates are interviewed for openings based on their background and results from their AC or DC Fundamentals course," said Clarke.

Hiring of R-12 assemblers also began this week. "Initially small numbers of people will be employed with the source of candidates being those who have previously been unsuccessful in obtaining assembler-solderer certification," said Clarke. "At such time as employees in this category no longer are available, ECD will then begin recruiting for this job classification from employees on the move and those on layoff with recall rights.

"Assemblers will be trained at the Taylor Street facility and will be expected to meet certain training requirements by the end of the 10 working day period," added Clarke. Four will be trained in each class.

ECD also has 12 employees in the assembler-solderer training program at the off-site training center on Calhoun Street. A series of assembler-solder classes will be continuing during the rest of 1984 and through 1985.

The first major group of electronic circuit boards and modules for aircraft engine electronic control units have been completed. They are currently undergoing extensive testing to insure they meet customer high reliability requirements. Once testing is completed, the modules will then be consolidated into controls, said Clarke.

Meanwhile, construction work is continuing at the Taylor Street ECD facility. Contractors are continuing basic construction — pouring concrete, electrical wiring, duct work, etc. Clarke said major construction is expected to be completed by January 1985.

ECD employment hourly levels are projected to be 80 by the end of 1984. The projected hourly employment by the end of the first quarter of 1985 is 160.



"I love it. It's challenging, interesting and clean. What more can I say?" That's how Dot Thompson describes her assembler-solder job at ECD at Taylor Street after being on layoff two years. Here she is assembling a printed circuit board.



These ECD employees are enrolled on their own time in a special class for testers at Ivy Tech. They are (front row, from left) Larry Buhnahn, Marsh Williams, Marsha Baumgartner, Rose Johnson and David Allen. In the second row are Mehmet Ali Saglam, Rose Freiburger, Priscilla Foreman, R. Joseph Miller and Kathleen Franklin. In the back row are Winston Oliver, Janet Woenker, Jay Boyers and Dan Schlichter.



ECSF Campaign Steering Committee members and chairpersons have been meeting regularly to plan the United Way campaign, which will be Sept. 24-28. Steering committee members are (seated, from left), Dottie Askren, management representative; Carilyn Brown, ECSF Board chairperson. Standing are Chuck Welch, manager of communication and community relations; Keith Parrot, IUE Local 901; and Doug Schaefer, IAM Lodge 70.

ECSF Steering Committee gives United Way personal support

Why do members of the Employee Community Service Fund Steering Committee contribute their time and energy to coordinating the annaul United Way campaign?

• "I believe in the United Way. It's that simple. The union is a strong believer in the United Way, and I personally support it, too." — **Keith Parrot**, IUE Local 901.

• "Our continued support of the excellent service agencies in Allen County are as important now as always. GE and its employees have a reputation of being good community members." — **Dottie Askren**, management representative.

• "Like many working people, it's hard to find time to help others. Serving on the board is my way of supporting the United Way agencies." — **Carilyn Brown**, ECSF Board chairperson.

• "In the past few years, I have seen firsthand the importance of the agencies serving the many and varied needs of people in the community. United Way funds go directly to people in the community, and the needs are determined by the local community. I'm glad to know these excellent services are there." — **Chuck Welch**, manager of communication and community relations.

• "The United Way helps people. It serves a real and necessary purpose in the community. I'm glad to help." — **Doug Schaefer**, IAM Lodge 70.

Thanks to you
it works...
FOR ALL OF US
United Way
of Allen County

Golf Fall Scramble set for Oct. 6

The GE Club Fall Golf Scramble will be played Oct. 6 at the Riverbend Golf Course. It will be a four-player Florida Scramble with handicap. Entry fees are $2.50 per player or $10 per team. Fees are to be paid to **Greg Olwine**, Building 4-6, by Sept. 28.

The event will begin at 8 a.m. with a shotgun start. Golfers should call Olwine at Ext. 3456 to reserve a starting hole, provide GE League averages or estimated nine-hole averages, and the number of carts to be reserved for the team.

Handicaps are based on the total of the lowest three averages of the foursome as follows:

Total	Handicap
114-119	0
120-125	1
126-131	2
132-137	3
138-143	4
144-149	5
150 up	6

On the day of the scramble, golfers should plan their schedule to be ready to proceed their starting hole by 7:50 a.m. The payment of green fees and obtaining golf carts must be completed prior to starting times. Olwine suggests that the team arrange for one member to pay the fees for the entire team.

A picnic lunch, similar to last year's, will be ready after the golf. Awards and presentations will be made at the picnic. All GE Club golfers are welcome.

Golf league winners listed

Congratulations go to each of the 1984 GE Club golf league champions. The winners are: **Monday at Brookwood** — Mel Schrader's Turftoppers. Other team members: Lloyd Grider, Caheen Murphy, Lynn Bradtmueller, Larry Nevers, Greg Olwine.

Monday at Colonial Oaks — John Tucker, Dick Mills, Bill Pappert, Captain Terry Howdyshell, Dennis Erxleben.

Tuesday at Brookwood — Jerry Pieper's Sandpiepers. Other team members: Dick Parlow, Dick MacLeod, Jim Muir, Bill Corry, Duane Leeka, Bill Roberson, Don Poland, Wayne Johnson.

Tuesday at Foster Park — Pete Peterschmidt, Don Stauffer, Morell Travis, Rodger Rany.

Wednesday at Foster Park — Phil Ross's Misfits. Other team members: Dave Keas, George Harris, Dick Burns, Larry Phillips, Rosemary Link.

Thursday at Foster Park — North Division: John Stark and Joe Meier. South Division: Glenn Cole and Ralph Buckmaster.

Winners receive trophies

Each winning team member will receive a trophy in recognition of the team's accomplishment. Each team captain or appropriate representative should plan to pick up their trophies at the league playoffs Sept. 29 at Fairview Golf Course.

General Electric News

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1635 BROADWAY
PO BOX 2204
FORT WAYNE, IN 46801

GE nights at Ice Capades Oct. 10, 11

Wednesday, Oct. 10, and Thursday, Oct. 11, will be GE nights at the Ice Capades in the Memorial Coliseum. By using the form below, GE employees will receive a $2 discount on adult tickets. Senior citizens and children under 13 will receive a $3 discount on tickets.

Regular ticket prices are $8.50 for adults and $7.50 for children.

This year's Ice Capades will feature three of the world's top skaters: Olympic silver medalists Kitty and Peter Carruthers; world and singles champion Elaine Zayak; and the cartoon characters, The Snorks.

The GE coupon may be mailed to Ice Capades, Box 5157, Fort Wayne, IN 46895, or brought to the Ice Capades Ticket Office in the Memorial Coliseum, starting Sept. 17.

The Ice Capades Ticket Office will be open Monday through Saturday from 10 a.m. to 5 p.m. Telephone reservations, beginning Sept. 17, may be made by calling 482-3441.



Kitty and Peter Carruthers, who won the silver medal in pair skating in the 1984 Olympics, are among the stars featured in the all-new edition of Ice Capades, coming to the Memorial Coliseum on GE nights at the Ice Capades, Oct. 10 and 11.

GE EMPLOYEE ICE CAPADES DISCOUNT COUPON

Name_____ Address _____

City _____ State_____ Zip_____ Phone_____

Performance: (circle one) Wednesday Thursday

Number of adult tickets _____ discount price _____

Number of senior tickets _____ discount price _____

Number of child tickets _____ discount price _____

amount enclosed _____

(Note: List discount price only; enclose a stamped envelope with mail orders; make checks payable to Doorway Promotions)

Four-person teams sought for triathlon

The first annual River Greenway Challenge Relay Triathlon will be Sunday, Sept. 30. Starting from Freimann Square in downtown Fort Wayne, the triathlon will have three events: a 6 mile run, an 18 mile bike ride and an 8.5 mile two-person canoe race. There is also an "iron-person" category for individual competitors.

There are Corporate Challenge Awards for commercially sponsored teams with the best times. GE employees interested in forming a corporate team should contact the GE News office.

The event is sponsored by GTE.

'Remember When' Club reservations due Oct. 9

Reservations for the annual dinner meeting of the "Remember When" Club are due Oct. 9. Women who have worked at GE before Dec. 31, 1950, are invited to attend the meeting Tuesday, Oct. 16, at Lester's Party Room, 1504 Bluffton Rd.

Reservations may be made by calling **Alberta Malcolm**, 747-2097; **Annabelle Partee**, 745-2590; or **Helen Thieme**, 447-9342.

Customers say reorganization simplifies dealings with GE

Here are customer comments about the recently announced reorganization of the Motor Business Group:

• "Very positive change. We have fewer people to work with, and it will be easier to work out coordinated programs to focus on the aftermarket." — Ed Chernoff, president, Motors & Armatures.

• "A very progressive action with a strong outlook to the future. I hope every GE employee can understand the wisdom and the possibilities of the move. It is a major positive step." — Key executive, Trane Dealer Products Group.

• "Pulling the motor business together into a motor business group is extremely appropriate in today's highly competitive market place. You have now made it easier for us to do business with General Electric." — Richard McBroom, president, McBroom Electric Co., Inc.

• "I was happy to see GE realign the motor departments into one group. This should make life easier for us. Up until now, we had the feeling we were dealing with three distinct companies when talking to GE. We had been purchasing from GPM, SMD and SAC, with motors coming to us from nine motor plants." — Brian Winter, director of purchasing, Marley Pump Company.

• "This move can only be a plus for GE. By combining all motor operations into a motor group, it adds increased emphasis on marketing, which allows GE to address the competitive market and better serve their customers in a less fragmented manner." — Daniel A. Gregorich, business manager, Hamilton Standard Controls, Inc.

• "I view the organization of the GE Motor Group as very positive. Over the past three years, GE has achieved a strong source position on Flotec's high volume pump motors due to the tremendous response to our needs by all factory personnel. Now it will be even easier to do business with your company." — Steve Orth, president, Flotec.

• "While production and delivery of electric motors has greatly improved over the last 18 to 24 months, I was still burdened with the inconvenience of negotiating with several departments within the General Electric organization. I view this consolidation to be beneficial to the customer and make overall business negotiations more consistent and easier." — Tony Guerra, manager of purchasing, Acme Engineering.

• "There have been a lot of changes in the players, but this looks like a very good move. Now we are dealing with one motor department." — Gerry Goldstein, manager of operations, Brownell.

• "GE's reorganization is an excellent move. I view it as making GE more flexible and responsive to their customers' needs and putting GE in even a more competitive position." — Fred Benedict, commodity manager, Carrier.

• "The consolidation to one motor business has eliminated your competitor's claim that we are an important customer to them no matter what kind of motors we're buying, whereas with GE, our importance was dependent upon which department with which we do business." — Emery Jones, vice president, American Coolair.

Adlets

FOR SALE

BEDSPREAD & MATCHING DRAPES, 2 prs., ex. cond., $35. 447-3719.

SKI-DOO SNOWMOBILE, very good cond. 747-4233.

TIRES, 4, A78x13, one new tire & whl, all $75. 747-4084.

CHEV. WESTERN ALUMINUM RIMS: 2, 14x9; 2, 14x7, $150 for all. 447-1696.

SOFA, Dunbar of Berne, dk. grn., good cond, call before 3 p.m. 747-2969.

SPEED QUEEN WASHER & DRYER, for parts or repair; boy's clothes, szs. 6-16. 639-3565.

GE CLOTHES DRYER, ex. condition, $75 or offer. 484-7379.

LOWERY DOUBLE KEYBOARD ORGAN, many variations. 745-4038.

CLARINET, wood, $85; '76 Chevron 24' trvl trlr, slps 7, $3,900. 747-5236.

29' AIRSTREAM TRAILER, good condition, many extras. 432-6062.

GAS FURNACE, good condition, $75. 747-4233.

GAS HEATER, 60,000 BTU, one yr. old, like new, heats 6 rooms. 622-7413.

GARAGE SALE, Sept. 14 & 15, 4921 Gaywood Dr., clothing, lamps, furniture, mis.

10 HP RIDING MOWER, like new, $500; 2 HP chain saw, like new, $75; air conditioners, $50. 639-3728.

30" ELECTRIC STOVE. 456-6062.

DRAPES for sliding glass door. 486-2111.

GARAGE SALE, Sept. 14 & 15, clothing, lamps, furniture, misc. 456-3648.

SHOP VAC, wet & dry, ex. cond., $10. 747-0885.

CITY LOT, NW, 2646 Ethel Ave., 50'x150'. 1-356-5632.

SERVICE MANUALS: '61, '66 Chev.; '70 Buick; 5x9 wood ping pong table. 485-7160.

AKC SCHNAUZER PUPPIES. 432-5091.

GARAGE SALE, Sept. 21 & 22, 1801 Rosemont, N. Highland Addt., fmly rm furn., glider, porch swing, clothes, misc.

COLD PACK CANNERS, 2; GE toaster; GE iron. 447-4066.

29' COACHMAN TRAVEL TRAILER. 484-3612.

'71 VINDALE, perfect, Country Court senior area. 639-3858.

METAL SHED, 6'x10', $25. 637-3000.

SERVICE MANUALS: '61, '66 Chev.; '70 Buick; 5x9 wood ping-pong table. 485-7160.

SWAG LAMP, amber & gold w-3 candle lights inside, $39, pole lamp, 3 lts — wht, coral, blk, $25. 745-5842.

DOUBLE GLASS DOORS for shower enclosure, $25. 432-9871.

REFRIGERATOR, large w-large frze, frost free, ice maker. 432-5863.

SIX FAMILY GARAGE SALE, Sept. 19, 20, 21, 8-5 p.m., 4914 Tillman Rd.

'49 DESOTA, runs, needs work, $200. 747-0051.

'79 FORD PINTO STATION WAGON, 36,000 miles, $2,200. 747-0993.

26" WOMAN'S 10 SPEED HUFFY BIKE, 2 yrs. old, $50. 747-5111.

MOVING SALE: Sept. 21 & 22, furn., complete beds, women's nice clothes, misc., 4026 Wayne Trace. 447-5876.

GE DRYER w-mtchg washer which needs repair. 745-0897.

SERVICE FOR EIGHT, Franciscan dinnerware, yellow, $75. 745-3559.

ANTIQUE CHINA CABINET, $800; 7 pc. rust Herculon velvet sofa, $1,150; prtbl wshr; Atari games. 745-5119.

'77 OLDS CUTLASS, 4 dr., pwr, AM-FM, good tires, good cond., $2,895. 1-833-3077.

'73 COACHMAN MOTOR HOME, self-cont., new tires. 238-4515.

AKC COCKER SPANIEL, 5 mos., buff, papers, before 5 p.m. 489-5374.

THOMASVILLE DINING SET complete w-6 chairs, china cupboard, buffet. Price reduced. 432-6059.

WANTED

PORT-A-CRIB. 432-7490.

MICROMETERS, 2-3, 3-4, 4-5, 5-6, small hole gages. 1-419-749-2219.

LIONEL & AMERICAN FLYER TRAINS. 1-724-8011.

SERVICE

BABYSITTING IN MY HOME, reasonable, all shifts. 745-5876.

CONTINUOUS GUTTER & SIDING, free est. 627-2858.

SWEETCAKES THE MAGIC CLOWN — magic, live animals, clown car, photos, balloons. 745-1545.

CONCRETE CONSTRUCTION — repair/replace, eves. 446-5643.

In memory

Clara L. Hoeh died Sept. 4. She was a matron in Buildings 6 and 8 prior to retirement in 1969.

Edwin E. White, Ossian, died Sept. 4. He was a lead operator at Taylor Street prior to retinng in 1977.

AT YOUR
EMPLOYEE STORE
1030 Swinney 10-5:30 M-F

GENERAL ELECTRIC
3-WAYS
LOW FOR TV AND SECURITY HIGH FOR READING
50-100-150
30-70-100
Your choice
$1.29

Soft, Pleasing Light
GE Soft-White Bulbs
4 bulb package Only
40, 60, 75 or 100 watt
$2.29

NORELCO
1-4 CUP COMPACT
COFFEE MAKER
$5.00 REBATE!


• Brews 1-4 cups in minutes.
• Designed to use cupcake style filters.
• On light.
• Compact—A real space saver!
$17.96
5.00 mail in rebate
$12.96

ADLETS
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NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:
☐ For Sale • ☐ Ride Wanted
☐ Wanted ☐ Riders Wanted
☐ For Rent • ☐ Lost
☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form **by noon Friday** for publication Thursday. You may submit only one adlet per issue of the **GE News. No more than 40 letters per Adlet, please.** Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture

_____
Signature

HMO, Winter Street product transfers on schedule

Plans announced previously to move motor production from the Hermetic Motor Operation in Building 17 to Scottsville, Ky., and from the Winter Street plant to Hendersonville, Tenn., are proceeding on schedule.

'Our employees have given a super performance through this transition. I'm confident they'll be there until the end.'

HMO at present employment through November

Plans for product transfers from HMO call for production to remain at the current level through November, said **Ray Watkins**, acting plant manager.



Marty Martinez, Building 17-3, said he thinks lower costs contribute to large companies' decisions to transfer products.

"We're on an aggressive plan to maintain our production capability to supply our current customers until the Scottsville plant is in position and approved to be the suppliers of the 40-frame hermetic motor," said Watkins. "There is no production scheduled for December for HMO in Fort Wayne."

He said the employment level will remain about the same as the current level of 177 hourly employees until the end of November.

"Our employees have given a super performance through this transition. I'm confident they'll be there until the end. They have taken the challenge well," added Watkins.

HMO employee **DeWayne Reed**, a mechanical inspector in Building 17-3, said he feels HMO employees are still concerned with customer quality. "I haven't seen anyone slack off. Our morale is good. We're all one big family."

Marty Martinez, a set-up operator in Building 17-3, said he feels the large companies are moving where the labor cost is lower and that's where the jobs are going.

Winter Street production to end in '85

The equipment move from Winter Street to Hendersonville is on schedule. "Hendersonville has run prototypes and will shortly be in production of the single-phase, 4-pole motors," said **Joe Miller**, project manager.

The schedule calls for all motor models currently being built at Winter Street to be in production at Hendersonville by mid-February 1985.

"By Christmas of this year, two-thirds of the 180 frame products will be built at Hendersonville," said Miller. "By the end of the first quarter in 1985, all supporting parts will be built at Hendersonville. There will be no production at Winter Street by the end of March 1985. Production at Hendersonville will start in October with the single phase 4-pole motors."

Pleased with employee cooperation, Miller said he recognizes employees are "disappointed" with the product transfer, "but we all understand it is necessary for the health of the motor business."

Betty Shidler said, "We all feel bad. It's been home for me 33 years. We've worked hard. We've always been family."

Miles Joseph, a stock helper, said, "I have mixed feelings. There's a lot of memories in this plant, but the transfer is necessary for progress.



Miles Joseph, Winter Street, said he believes the transfer is necessary to compete with foreign competitors.

We need to have progress to compete, especially with foreign competitors.

Miller added, "Winter Street employees are continuing to serve the customer. Our promises kept have been 100% for the past three weeks, which indicates the continued enthusiasm Winter Street employees have shown. They have really helped to make the transition easier. They have been very positive."

Still time to sign up for GE Fun Walk/Run Sept. 22

Run or walk to your nearest employee relations office or clip the coupon in today's GE News to enter the GE Fun Walk/Run on Sept. 22 at Foster Park.

Besides feeling good about doing something healthy, GE employees can win prizes and help contribute to Daybreak. For every mile participants walk or run, GE will donate $1 to Daybreak, a local nonprofit organization operating a crisis shelter for the prevention of child abuse and neglect.

Open to all employees

The GE Fun Walk/Run is open to all Fort Wayne GE employees. Each employee may also enter one family member or guest in the same event.

First and second place finishers in each of the following categories in the two-mile and five-mile runs will win prizes:

- Men: 34 and under, 35-49; 50 and over.
- Women: 34 and under; 35-49; 50 and over.

First event begins at 10 a.m.

The names of walking participants will be placed in a drawing for prizes.

GE will donate an extra $100 to Daybreak on behalf of the department which has the highest percentage of participants.

The two-mile run and walk begin at 10 and 10:05 a.m., respectively. The five-mile run and walk will begin at 11 and 11:05 a.m., respectively.

Box lunches will be available at the park from 11 a.m. to 2 p.m. A portion of the cost will be donated to Daybreak. ARA Food Service will provide lemonade for all participants.

Participants may also purchase t-shirts for $4.50. Part of the proceeds will also be donated to Daybreak.

Registration

Return to GE Fun Walk/Run — Bldg. 18-1

GE Fun Walk/Run — **Saturday, Sept. 22 Foster Park**

Employee Name _____

Dept. _____ Bldg. _____

Event: (check one)

☐ 2 mile WALK ☐ 5 mile WALK

☐ 2 mile RUN ☐ 5 mile RUN

General Electric WALK/RUN • 1984 •

If RUNNING, check category:

Men: _____ under 34 _____ 35-49 _____ 50 & over

Women: _____ under 34 _____ 35-49 _____ 50 & over

Name of Guest: _____

T-Shirt (optional) — $4.50 — must enclose check payable to Brothers Screen Prints for each shirt.

____S ____M ____L ____XL

☐ I am interested in being on a committee.

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GENERAL PERIODICALS
NON-CIRCULATING

Don Bussick named manager of MBG Production Department

Donald R. Bussick has been named general manager of the Motor Production Department, effective immediately. He will report to **Van Williams**, senior vice president and group executive. Williams made the announcement Wednesday.

Bussick will have general management responsibility for all of MBG's component motor facilities. Also reporting to him will be central purchasing and MBG warehousing operations.

The 23 plant operations in the Production Department will be organized into three sections — appliance, industrial and air moving. All Fort Wayne motor operations and the Wire Mill will be part of the Industrial Production section.

Manager at SMD

Bussick has been manager of manufacturing for the Specialty Motor Department since July 1981. He was previously manager of engineering for SMD and has had a variety of other manufacturing and engineering management assignments since joining the company in 1955.



Donald R. Bussick

General Electric News

SEPTEMBER 20, 1984 FORT WAYNE, INDIANA VOLUME 66, NO. 36

ECSF Campaign Sept. 24-28

Pay increases 17% since June '82 for most employees

How much of an increase have Fort Wayne GE hourly and nonexempt-salaried employees seen in their pay and related benefits since June 1982?

The chart below shows how Fort Wayne GE hourly employees' current pay compares to June 1982, before the current contract with the unions began.

As the chart shows, an R-16 hourly-paid employee and a G-8 non-exempt employee have realized a 17% raise. (R-16 hourly and G-8 non-exempt level jobs are used as examples because they are the most common levels among Fort Wayne GE employees.)

"There are advantages and disadvantages to our pay rate increases," said **Tom Callant**, manager of compensation. "GE tries to pay competitive and fair wages.

"Our pay is certainly competitive with the electrical industry and all manufacturing in the U.S. Fort Wayne GE employees have seen a higher increase in their pay during this period than the other employees have," added Callant.

But those wage increases also affect our ability to compete," explained Callant. "Emerson, probably GE's biggest motor business competitor, has a significant labor cost advantage."

During the past few years, many companies sought and obtained wage concessions in their bargaining with unions. General Electric's 1982 settlement has resulted in GE hourly pay moving substantially higher than that of its competitors.

"And the gap has widened since the beginning of the contract. This places a lot of competitive pressure on all of us and affects our job security," said Callant. "We are well aware of the highly publicized situations in which some industries have faced business crisis due to competitive pressures, resulting in the loss of many American jobs."

Benefits are also part of employees' pay. Like pay increases, employee benefit values that are tied to pay also have risen substantially. But because benefits are one of the largest costs of operating most GE businesses, this cost must also be competitive, said Callant.

The chart on Page 2 shows how pay increases since June 1982 have rolled up some employee benefit values. In this example, Fort Wayne GE's most common hourly rate (R-16) has again been used.

Here's a summary of how pay increases affect benefits:

GE Insurance Plan

• **Ordinary life insurance** is two times annual earnings. So every $1 increase in earnings adds $2 insurance.

• **Accidental death and dismemberment insurance** is equal to annual earnings and is in addition to benefits from ordinary life insurance. So every $1 increase in earnings adds $1 accidental death coverage.

• **Weekly Sickness & Accident Benefits:** These are 60% of weekly earnings — up to a maximum of $225 — for 26 weeks.

Savings & Security Program

• **The company's 50% matching payment** increases with earnings. The maximum can range from 3% to 3.5%, depending upon the length of the individual's participation in S&SP.

• **Life insurance** coverage is also related to earnings.

Pension Plan

• Higher earnings help build career-average pensions, as well as helping employees move into higher brackets in the "guaranteed pension" table.

Income Extension Aid

• **Weekly benefits** are based on 60% of weekly pay.

Employee Stock Ownership Plan

• Employees will be credited in 1984 with 0.5% of 1983 earnings (minus deferred pay).

Pay for time not worked

• Holiday pay, vacation pay, and pay for sickness or personal time also goes up with a pay increase.

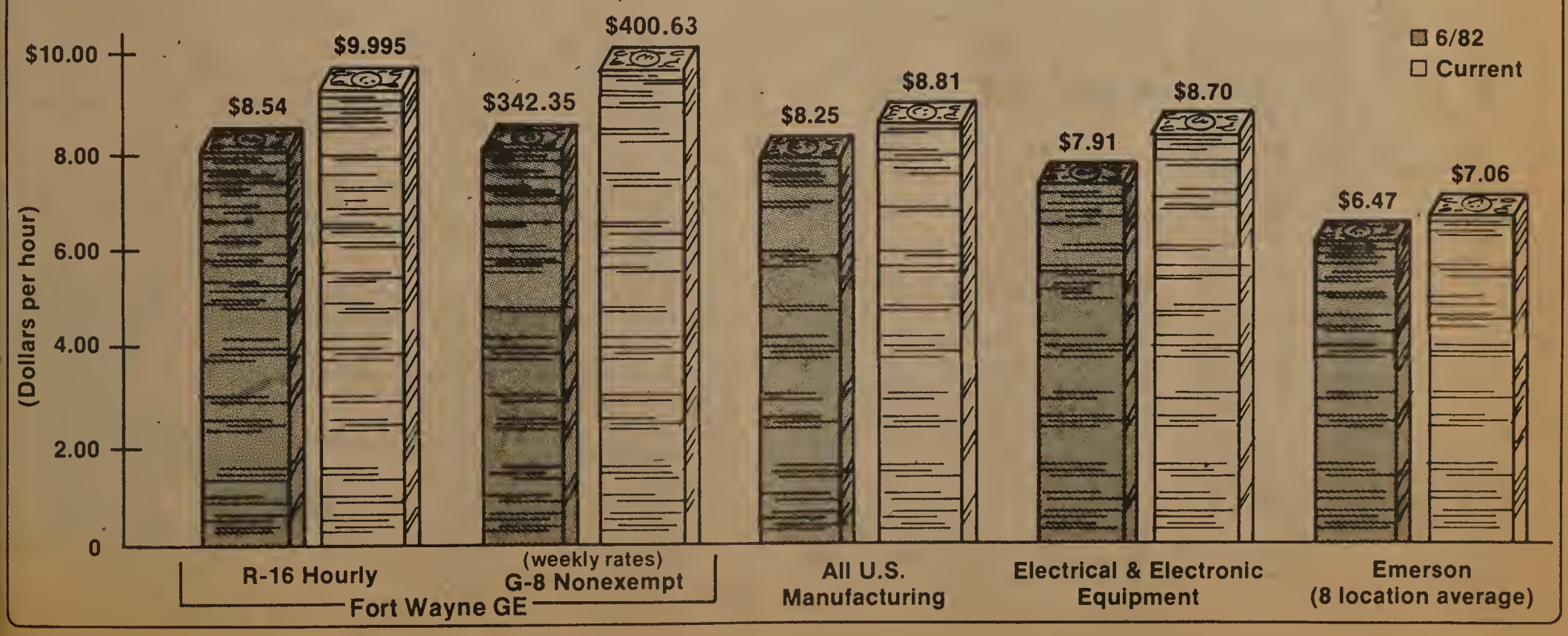
Other escalated benefits

• Increased pay also means eligibility for higher benefits under Social Security, Workers' Compensation, Long Term Disability Insurance, Vacation Banking and Unemployment Compensation.

The following benefits improvements made in June 1982 have also

Story continued on Page 2.

Pay and Competitive Ability



United Way contributions help people like Torri Woodard



Torri Woodard, granddaughter of Ray Myers, Wire Mill, attends daily classes at the Allen County Society for Crippled Children. Like most child clients, Torri will probably attend classes until she is old enough to attend public schools. Her therapists say she has made tremendous progress in her four years toward becoming independent.

When Torri Woodard, granddaughter of Ray Myers, Wire Mill, was born, the doctors said she had cerebral palsy.

"They didn't have much hope for what Torri would be able to do," said Karen Howey, preschool program director at the Allen County Society for Crippled Children and Adults.

But at 4-1/2 years old, Torri is quite independent. The Allen County Society for Crippled Children provides pre-school habilitation programs for physically and learning disabled children. About one-third of their funding comes from the United Way.

Torri entered program early

"We started seeing Torri when she was just six weeks old," said Howey. "It makes us feel really good to see how independent she is now."

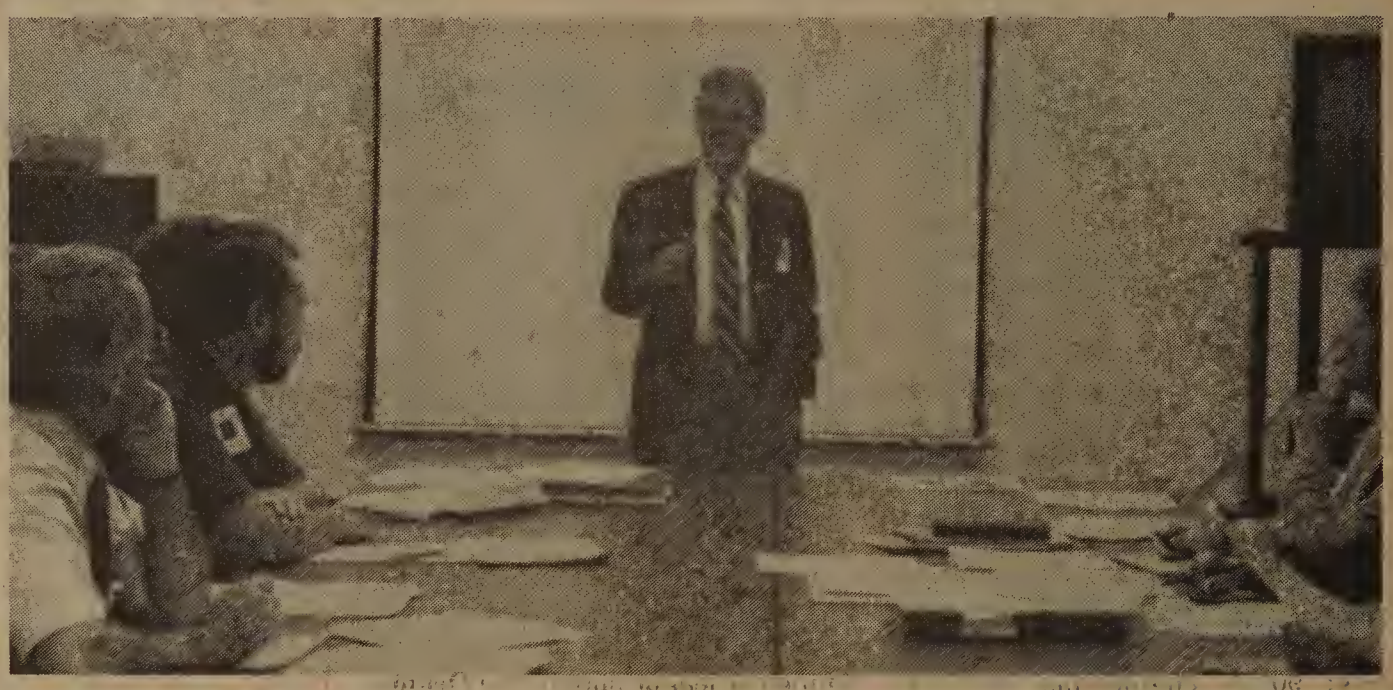
Like most of the society's other 45 child clients, Torri gets regular occupational, physical and speech therapy.

She attends classes at the society every weekday afternoon. Through the therapy, Torri has progressed from sitting up, creeping and crawling to now walking independently with the aid of crutches.

Howey said the continual progress Torri has made in therapy probably has been because her parents brought her to the Allen County Society for Crippled Children when she was so young.

Recently one of her therapists discovered Torri also has a severe hearing loss. She has been fitted for a hearing aid, and already her speech is improving, added Howey.

"I'm thankful for the help the Society for Crippled Children has given Torri," said Myers. "I'm really glad there are agencies like that in the community. You never know when your family might need them."



Van Williams, senior vice president and group executive, told Employee's Community Services Fund (ECSF) department chairpersons last week he fully supports the United Way. "One of the things that will make the campaign successful is the support of everyone — our employees, the unions and management." The United Way of Allen County has set a goal of $4.4 million, up from $4.1 from last year. Last year GE employees pledged $225,000, and GE contributed $125,000. The combined pledge of $350,000 was the drive's second largest gift. In addition, GE made a special one-time $25,000 contribution in May to help the United Way deal with problems caused by a slow local economy. That contribution resulted in a GE record pledge of $375,000.

Thanks to you it works...
FOR ALL OF US
United Way
of Allen County

Pay

Story continued from Page 1.

meant improvements in take-home pay.

- **Elimination of the S&SP "program "** arrangement resulted in an average gain of 6¢ per hour for many hourly and nonexempt-salaried employees. That amounts to about $125 a year.
- **Raising the noncontributory portion of the GE Pension Plan earnings** from $9000 to $12,000 a year meant $90 a year more take-home pay for Pension Plan participants.

Introduction of the Deferred Pay Account provided another opportunity to increase take-home pay. With DPA, employees can reduce the amount of income tax withheld from their paycheck.

Golf Fall Scramble set for Oct. 6

The GE Club Fall Golf Scramble will be played Oct. 6 at the Riverbend Golf Course. It will be a four-player Florida Scramble with handicap. Entry fees are $2.50 per player or $10 per team. Fees are to be paid to **Greg Olwine**, Building 4-6, by Sept. 28.

The event will begin at 8 a.m. with a shotgun start. Golfers should call Olwine at Ext. 3456 to reserve a starting hole, provide GE League averages or estimated nine-hole averages, and the number of carts to be reserved for the team.

Handicaps are based on the total of the lowest three averages of the foursome as follows:

Total	Handicap
114-119	0
120-125	1
126-131	2
132-137	3
138-143	4
144-149	5
150 up	6

On the day of the scramble, golfers should plan their schedule to be ready to proceed their starting hole by 7:50 a.m. The payment of green fees and obtaining golf carts must be completed prior to starting times. Olwine suggests that the team arrange for one member to pay the fees for the entire team.

A picnic lunch, similar to last year's, will be ready after the golf. Golfers should bring their own beverages. Awards and presentations will be made at the picnic. All GE Club golfers are welcome.

Example of benefits roll-up

Here are specifics on how the pay increases since June 1982 have rolled up some employee benefits values. In this example, Fort Wayne GE's most common hourly rate (R-16) has been used.

- **GE Life Insurance** $6,052
  (1.455/hr. total pay increase X 2080 hrs./year X 2)
- **GE Accidental Death & Dismemberment Insurance** $3,026
  (1.455/hr. total pay increase X 2080 hrs./year)
- **Weekly Sickness & Accident benefits** $650
  (maximum payment per week increased by $25 X 26 weeks)
- **Income Extension Aid** (layoff income protection) $35/week
  (1.455/hr. total pay increase X 40 hrs./week X 0.6)
- **S&SP Life Insurance** $1,059
  if now age 45-49 and die before age 50
  (increase in annual income to be received for 8 years)
- **S&SP proportionate payment** at 7% savings $106/year
  ($1.455/hr. pay increase X 2080 hrs./year X 0.035)
- **Employee Stock Ownership Plan** $15/year
  ($1.455/hr. pay increase X 2080 hrs./year X 0.005)
- **Pension benefits** $3.75/month
  per year of service
  (Pay increases lifted 5-year avg. earnings from approx. $14,000 to approx. $18,325)

17 get new jobs through POP

Following are the names of successful candidates listed by job number and position title, for Promotional Opportunity Program positions posted since earlier this year:

29 — supervisor-traffic, CIMD, **Stephen Glover**; 57 — cost evaluator, AEECD, **James Mura**; 58 — specialist, production control, AEECD, **Rick Turner**; 59 — central dispatch clerk, CPTO, **Dorothy Jones**; 60 — reposted 9-11-84; 61 — supervisor-quality control equipment lab, STD, **Dave Gerardot**;

62 — foreman-facilities, STO, **John White**; 63 — specialist-computer scheduling and customer relations, CPG Finance, **Jerry Goeglein**; 64 — insurance clerk-claim approver, CPG Finance, **Sarah Ault**;

65 — specialist-data processing operations, CPG Finance, **Marilyn Kiel**; 66 — supervisor-shop resources, STO, **Matt Supina**; 68 — secretary to manager of finance, CIMD, **Clarice Sloan**;

69 — senior transportation accounting clerk, CPTO, **Pam Bremer**; 70 — design specialist, CPTO, **Paul Cavanaugh**; 73 — dispatch clerk, CPTO, **Kelly Gunderman**; 74 — mail clerk-messenger, CIMD, **Thelma Page**; 79 — secretary-production operations, STO, **Sally Hoefelmeyer**; 82 — specialist-computer operations, STO, **Phil Ross**; 90 — engineering services leader, CIMD, cancelled.



Softball tourney winners

The team "Thirsty Horde" recently won the GE Club Softball League tourney. To win the tourney, they eliminated the league champion team from Decatur, 8-7 and 6-4. Thirsty Horde had ranked third in final league standings behind Decatur and Brothers Screen Prints. Team members are (seated, from left) Jim Stewart, Andy Gump, Doug Imlmbody and Jeff Watson. Standing are Greg Olwine, Dan Lambert, Bill Freiburger, Dave Smith, Mike Windell, Steve Hosier, Scott Gray and Garry Graham. Other team members are Mike Henry, Eriz Marzano and Leon Smith.

Volleyball organization meeting set for Sept. 26

An organization meeting for the GE Club volleyball league team captains will be Wed., Sept. 26. The meeting will be conducted in the GE Club Trophy Room at 6:30 p.m.

League play will begin on Wednesday evenings in late October. GE employees who are interested in joining the league should call **Dennis Sherman**, Ext. 2045.

Tickets available for dance

Tickets for the second annual GE Club Dance are still available. The dance will be Saturday, Sept. 29, at the GE Club gymnasium. Ticket sales are limited to the first 50 couples. The cost is $5 per couple.

Tickets may be reserved by calling **Verdayne Parnin**, GE Club entertainment chairperson, at 483-4785.

Golf league winners added

Gary Sykes is also a member of Jerry Pieper's team which won the Tuesday night GE Club golf league at Brookwood.

Winning the Tuesday league at Foster Park was the team of Don Stauffer, Morrell Travis, Roger Rang, Ken Wyman and Dennis Erxleben.

Also, Dave Reas is a member of the Wednesday night league winners.

Adlets

FOR SALE

EXERCISER, belt & massage machine, $40. 426-7693.

'79 MAZDA 626, 4 dr. automatic, air, ex. cond., eves. 483-2515.

MOBILE HOME, S. Ft. Myers, FL., must sell. 1-693-3879.

AKC SCHNAUZER PUPS. 432-5091.

METAL LAWN SHED, 6'x10', $25. 637-3000.

FIREPLACE SCREEN, andirons, & electric logs. 432-9847.

BEDROOM SUITE, mattress, box spring; 12'x20' brown rug. 483-4464.

GARAGE SALE, 226 Jacobs, Sept. 20 & 21, 9-4 p.m., clothes, misc.

CHAIR, bge damask pattern, lounge, $50; storm windows, $2 ea. 744-3435.

ALTO SAX, good for beginner, $100. 484-7654.

KITCHEN TABLE w-two leaves, $40, aft. 6 p.m. 489-4936.

MOBILE HOME & LOT, 24'x44', N. Fort Myers, FL. 432-6142.

BARTLETT PEARS, $10/bu., bwl ball/bag, $15; prtb typewriter, $60; Hoover swpr broom, $20. 747-3871.

STEREO HI-FI SPEAKERS, in cherry cabinets, $50. 432-2183.

LADY'S BICYCLE, 3 spd., 26", basket, lock cable, real good cond., $75. 422-7715.

8' FLEXSTEEL TRADITIONAL SOFA, gold flower tones, ex. cond., moving. 485-3872.

ZANE GREY BOOKS, hardback, ex. cond., $10 each. 432-4207.

THREE BEDROOM HOUSE, alum. siding, insulated, gas ht, str shed. 484-3372.

GAS FURNACE, good condition, $75. 747-4233.

HUMIDIFIER, J.C. Penney's, $100. 484-3042.

8½"x11" ROLL PAPER for Minolta 301 & other similar types, $20. 422-8551.

'80 CHEV. MONZA, red, 4 spd., 35,000 miles, one owner, 3,075. 484-4924.

GE CLOTHES DRYER, ex. condition. 484-7379.

'73 OLDS VISTA CRUISE STATION WAGON, w-stud, snows on rims, $500. 486-2558.

WANTED

20' ALUMINUM PONTOON, w-or without motor. 456-4079.

LIONEL & AMERICAN FLYER TRAINS, any cond. 1-724-8011.

RADIO CONTROLLED BOAT. 672-3678.

HOT WATER HEATER, gas or electric, any size, good cond. 747-0241.

BOY'S BICYCLE w-training wheels. 747-5589.

BOWLERS for men's Wed. Owl League, 9 a.m., starting Sept. 26, GE Club. 637-3216.

FOR RENT

THREE ROOMS & BATH, upper, 1 person, semi-furn., garage, near College St. GE. 422-5003.

ONE BEDROOM APT., near GE, $170/month plus util. 449-0383.

SERVICE

CONTINUOUS GUTTER & SIDING, free est. 627-2858.

SWEETCAKES THE MAGIC CLOWN, all ages, animals, magic ? much more. 745-1545.

CONCRETE CONSTRUCTION — repair/replace, call eves. 446-5643.

FREE

KITTENS, 6 weeks old. 422-4995.

In memory

Beverly J. Livingston, Hoagland, died Sept. 8. She worked at the Wire Mill as a sweeper.

William C. Doehrman, 1342 Home Ave., died Sept. 10. He was a machinist in Building 20-1 prior to retiring in 1950.

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$10.99



BC8
$16.99 mail-in 5.00 rebate
$11.99



RSAA
$8.99 mail-in 3.00 rebate
$5.99



RSC,D,9V
$9.99 mail-in 3.00 rebate
$6.99

***ADLETS**
GE NEWS BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:
☐ For Sale • ☐ Ride Wanted
☐ Wanted ☐ Riders Wanted
☐ For Rent • ☐ Lost
☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form **by noon Friday** for publication Thursday. You may submit only one adlet per issue of the **GE News. No more than 40 letters per Adlet, please.** Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture

_____
Signature

'Walk-ins' welcome Saturday at GE Fun Walk/Run

Walk-in entrants are invited to join the 185 GE employees who have already signed up for the GE Fun Walk/Run Saturday at Foster Park, said Coordinator **Pat Kemerer.**

"Because the running and walking routes in the park are so nice, the participants are going to enjoy their run or walk in the park," said Kemerer. "We'll have the events rain or shine."

Besides receiving a key holder, each entrant will be helping Daybreak. For every mile participants walk or run, GE will donate $1 to Daybreak, a local nonprofit organization operating a crisis shelter for the prevention of child abuse and neglect.

The GE Fun Walk/Run is open to all Fort Wayne GE employees. Each employee may also enter one family member or guest in the same event.

First and second place finishers in each of the following categories in the two-mile and five-mile runs will win prizes:

- Men: 34 and under, 35-49; 50 and over.
- Women: 34 and under; 35-49; 50 and over.

The names of walking participants will be placed in a drawing for prizes.

GE will donate an extra $100 to Daybreak on behalf of the department which has the highest percentage of participants.

Registration will be in Pavillion 1. The two-mile run and walk will begin at 10 and 10:05 a.m., respectively. The five-mile run and walk will begin at 11 and 11:05 a.m., respectively.

Box lunches will be available at the park from 11 a.m. to 2 p.m. A portion of the cost will be donated to Daybreak. ARA Food Service will provide lemonade for all participants.

Participants may also purchase t-shirts for $4.50. Part of the proceeds will also be donated to Daybreak. Shirts not picked up before Saturday will be available in Pavillion 1.



Rhonda Gage (standing third from left), a supervisor in Building 4-4, challenged employees on her floor to compete in Saturday's Walk/Run at Foster Park. Some who are unable to participate because of physical restrictions donated to the Daybreak Fund. Seated are Thelma McCrary and Bea Pederson. Standing are Almeda Hoerner, Marilyn Boren, Gage, Dianne Gerardot, Tommy Brooks and Kathleen Beckman.

General Electric
WALK/RUN
• 1984 •

Job Opportunity Center opens

The Job Opportunity Center — a focal point of supportive resources for employees affected by the reorganization — began operation this week in Building 4-4.

"We will provide many kinds of resources to help people find suitable employment," said **Fred Eckart**, manager of the center.

Center has library of materials

In addition to a library of printed job-seeking materials such as newspapers from various cities, the center will provide telephones, copying machines and secretarial support.

Payne-Lendman Associates, a firm specializing in helping people prepare to enter the job market, will conduct a series of three-day workshops on job seeking skills. The workshops will show employees how to maximize their abilities in a minimum period of time. They will present information on personal attitudes, resume writing, methods for job seeking and interview skills.

Dag Arnold, Employee Assistance Program coordinator, will also be available for counseling.

The focus of the center, explained Eckart, is to help employees in the most positive ways to continue their careers.

Eckart points out that the center is one kind of action being taken to help employees on lack-of-work because of the reorganization. "All managers affected by the Motor Business Group reorganization attended training sessions to learn how to better assist employees.

Eckart said employees who will be using the center will be expected to report at the end of their lack-of-work notice period.



Fred Eckart, manager of the Job Opportunity Center, said partitions to make the work areas more private have been added to the center in Building 4-4.

Voter registration ends Oct. 9 for fall election

TV and other mass media have already made most Americans aware 1984 is the year of the presidential election. But Allen County residents who haven't voted since the last presidential election may go to the polls on Nov. 6 and find they can't vote.

Allen County voter lists purged

"If someone hasn't had voting activity in the last two years, their name is probably wiped off the list," said Pat Steigerwalte, board member at the Allen County Voter Registration office.

Employees in other counties who haven't voted recently should check with their local voter registration office to make sure they're still registered.

Voters have until Oct. 9 to register at the Voter Registration office in Room 101 of the old court house. Registration at satellite locations may be done until Sept. 22.

Voters must be at least 18 on election day, a U.S. citizen, and reside in their precinct 30 days.

"Sometimes people forget to re-register when they move," said Steigerwalte. "You need to re-register even if you just move across the street because you might be in a new precinct."

Voters who have moved since the last election may send their registration card with their new address to the voter registration office. They will receive a new card with their new precinct and voting location. Changes may also be completed at the Voter Registration office.

Women who have recently changed their name because of a change in marital status may make the change at the precinct on voting day, said Steigerwalte.

Besides voting for president, voters will also choose a representative to Congress. At the state level, voters will elect a governor, superintendent of public instruction, attorney general and state representative.

Local offices up for re-election include county treasurer, coroner, and surveyor. One county commissioner position and three county council members-at-large will also be elected.

GENERAL PERIODICALS
NON-CIRCULATING





These two-mile walkers were among the 309 participants who walked or ran 1,221 miles in the GE Fun Walk/Run Saturday. Bob Langdon (right photo), Building 4-6, won the men's age 50-and-over 2-mile run. A total of $1,600 was raised for Daybreak, a nonprofit crisis shelter for the prevention of child abuse. See story on Page 4.

General Electric News

SEPTEMBER 27, 1984 FORT WAYNE, INDIANA VOLUME 66, NO. 37

Lasers, robotics dominate Machine Tool Show

About 40 GE employees from the Motor Business Group recently participated in the International Machine Tool Show in Chicago at McCormick Place East and West. GE was represented both as a supplier and a customer of new equipment.

"The show is the premiere event for displaying equipment for manufacturing," said **Dave Wathen**, manager of advanced manufacturing engineering for MBG. "Featured at the show are large machine tools — all the kinds of machines we use."

Use of robotics increases

Wathen said the displays showed an increasing use of robotics, which are now available for purchase directly from the machine tool vendor. "In the past, we had to buy individual parts such as robots, separate tools and inspection systems and put them together ourselves. Now there are vendors who sell whole systems. These were on display and actually produced products at the show."

"We also noticed a tremendous amount of foreign machine tools," said Wathen. "The Japanese, particularly, are competing with lathes and other standard machines at low prices. The Europeans showed very sophisticated machines at what are now good prices because of the strength of the dollar in Europe," he said.

Foreign representation large

About one-third of the 1,000 displays were foreign, said Wathen.

The significantly large showing of foreign companies has two sides to it for the motor business, Wathen said. "On the one hand, it is favorable for us to purchase the latest equipment at good prices. But on other hand, one industry we serve is the machine tool industry," explained Wathen.

Competition is tough

"Competition is tough, and there are a lot of other people out there selling motors to machine tool manufacturers," said Wathen.

Wathen said the new equipment also showed the increasing application of lasers in industrial equipment. "We have talked about using lasers for a long time, but it now appears to be feasible for many applications like welding and cutting."

GE also had its own display at the show as a supplier of motors, controls and automation systems. The display was a joint venture by all of the businesses within GE that serve the machine tool industry.

"Our part of the booth showed the Energy $aver™ motor, which is produced in the integral motor size in our Taylor Street, Hendersonville and Nashville plants," explained Wathen. "We also exhibited motors manufactured at Decatur and Taylor Street that are used as spindle and feed drives on machine tools."

Customers want electronics

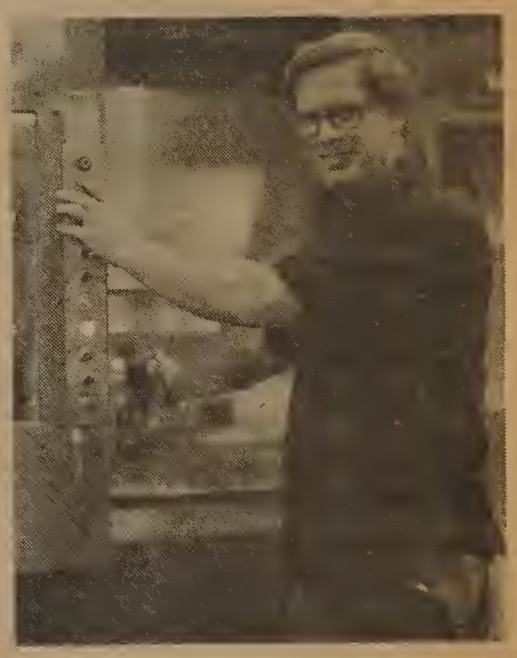
He said GE motor customers in the machine tool industry are primarily interested in the variable speed motors with electronic controls.

About 100,000 people attended the show, which is held every other year. The displays covered an area the size of 30 football fields, with seven miles of aisles.

"We have to do a lot of walking, but it's worth it," said Wathen.

"The show keeps people who are involved in the machine tool industry aware of the state of the art in the manufacturing world. This show was particularly beneficial because we saw entire manufacturing systems being offered by a single vendor, which would make our jobs easier."

GE's participation in the show shows GE's interest in keeping the motor business healthy, said Wathen. "The Motor Business Group is continuing to reinvest in the business to upgrade machines for both quality and cost improvement."



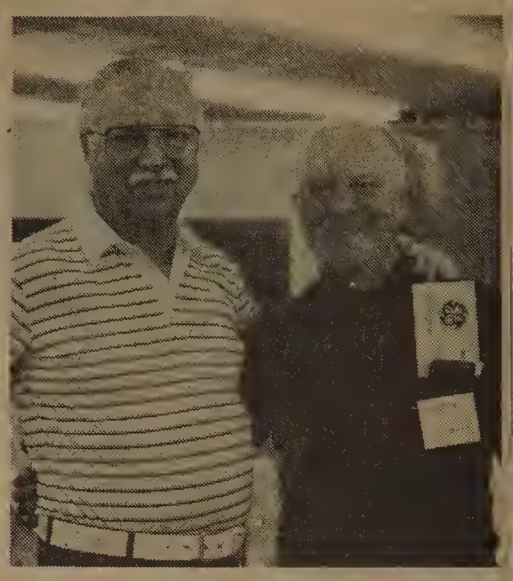


Ron Smitley (bottom photo), a manufacturing engineer at Taylor Street, has been testing the three new computer numerically controlled lathes, which are to be in use soon. Dick Parker (top) will be one operator of the machines. These lathes, which will perform many functions with improved accuracy, are typical of the sophisticated equipment that was displayed at the International Machine Tool Show.

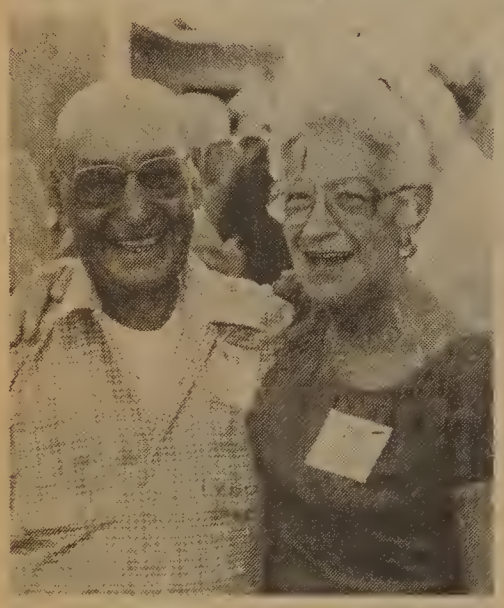
995 attend Quarter Century Club Outing



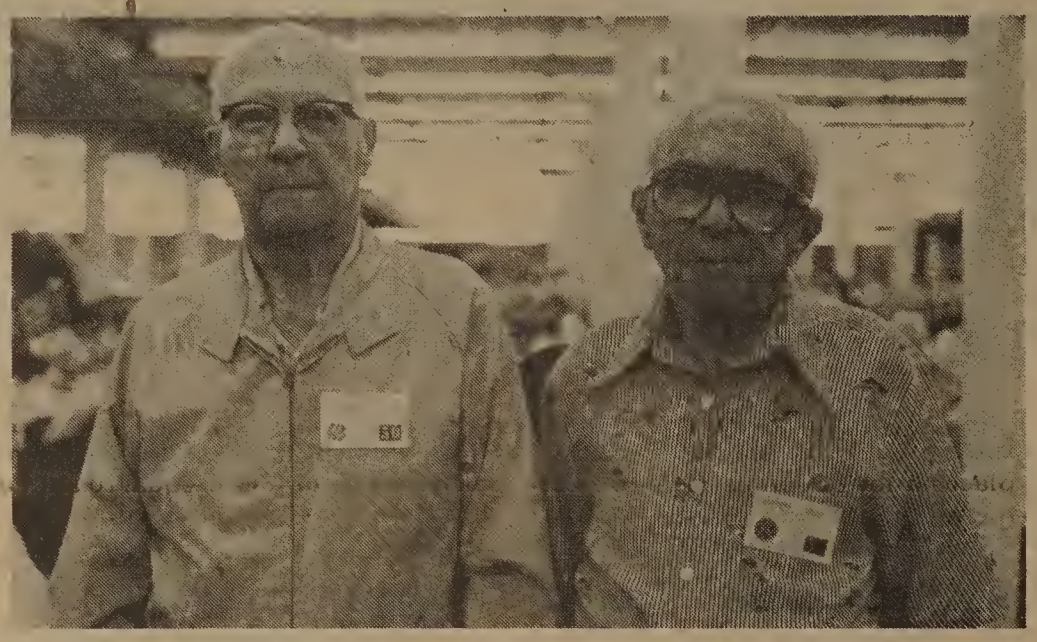
A total of 995 Quarter Century Club members recently attended the annual outing at the Memorial Coliseum to share a lunch and renew old friendships. Roger Morey, vice president and general manager of the Component Motor Marketing Division, gave the welcome.



Harold Amstutz (left) and Pondo Vlasheff worked together 10 years at Taylor Street.



Wolford Kinsey and Eleanor Gligor remembered working together in 1943.



William Hoelle (left) and Herbert Grueb were honored for their 50 years of service.



Quarter Century Club President Art Rasor helped with the prizes.

Temporary reduction in DPA investment rate required for some employees

A temporary reduction in the rate at which higher-paid GE employees can invest in the S&SP Deferred Pay Account will be necessary in November and December. This is a result of government regulations covering plans like DPA.

Affects some employees

Specifically, IRS regulations for 401(k)-type plans (like DPA) require that the higher-paid one-third of employees (the "restricted group") can participate at no more than 2-1/2 times the average rate of investment by the other two-thirds. Under the S&SP Deferred Pay Account, this means that the maximum rate of participation for the restricted group of GE employees must be reduced from 7% of earnings to 2% of earnings for the final two months of the year.

The temporary reduction will bring the average rate of participation for the restricted group into the right relationship with others for the 1984 plan year.

Employees who have been deferring 7% of their pay since March 1 still will be able to defer a total of about 5% of their total annual 1984 earnings.

Those whose rate of participation is temporarily reduced will have their original rate restored automatically at the beginning of 1985 unless they direct otherwise. Under regulations, each plan year is examined separately and participation rates of the restricted group are adjusted as the year progresses.

Those affected to be notified

Employees whose rates of investment must be reduced (generally employees who will earn in excess of $29,000 in 1984) are being notified by personal letter.

For them, the percentage of earnings above 2% which has been going into DPA will go automatically into their regular S&SP accounts using the securities they chose for DPA.

Employees reminded to lock desks

Some recent minor thefts from employees' desks have prompted **Dan Moore**, supervisor of Plant Protection, to remind employees to lock up their personal valuables.

"Employees should not keep money or other valuables in their desk," said Moore.

He said Plant Protection can assist employees in finding a secure place for the temporary storing of valuables.

Credit Union members review records

The Supervisory Committee of the General Electric Employees Federal Credit Union is currently performing a required account verification per federal law. Members are asked to review their records and compare them to their statement of Sept. 30.

Any discrepancies should be reported to Supervisory Committee, Box 11267, Fort Wayne. IN 46856.

Problems don't solve themselves.
Ask for help from your Employee Assistance Program — 428-3671



Customer service managers meet

Gary Sykes, manager of materials for CIMD, led one of several sessions at the annual Customer Service meeting for the Components Sales Department. Managers from 21 national customer service offices attended the meetings Sept. 10-13. A major focus of the meeting was changes in order services because of the recent motor business reorganization.

Fall Scramble deadline Sept. 28

Sept. 28 is the deadline for entering the GE Club Fall Golf Scramble. The scramble will be played Oct. 6 at Riverbend Golf Course. Entry fees are $2.50 per player or $10 per team. Fees are to be paid to **Greg Olwine**, Building 4-6. All GE Club golfers are welcome.

Three retire Oct. 1

James E. Hoppel retires with 42 years of service. He retires from Building 19 as a transition specialist.

Don C. Wood retires with 29 years of service. He retires as manager of transformer design and development at STO.

Betty M. Kiser retires with 16 years of service. She retires as a mechanical connecter in Building 17-4.

40 years of service



Bea Shaffer
Taylor Street



Mary Hine
Taylor Street



Anabel Vancuren
Taylor Street

Adlets

RIDE WANTED

CANTERBURY TO WINTER STREET, 7-3:30 p.m. 485-8689.

FOR SALE

MAGNUS CHORD ORGAN, wood cabinet, good cond. 456-1570.
LAWN MOWER, self-propelled, rear bagger, $30. 422-3235.
LOWERY HOLIDAY DELUXE ORGAN w-cassette, rhythm box, built-in leslie, ex. cond., 1 yr. warranty. 483-4301.
WHITE SEWING MACHINE w-cabinet, attach. incl., $50. 440-2023.
SALMON RODS, reels, lines & baits, like new, reasonable. 432-9125.
BRASS SWAG LAMP, 3-way light, 13' chain, like new, $25. 747-0885.
'76 FORD ELITE, air, auto., AM-FM stereo cass., good tires. 432-8468.
'69 VW, new tires & batt., low miles, rebuilt engine. 484-4515.
24" x 36" GLASS FIREPLACE ENCLOSURE w-inside screen. 623-3184.
MAGNAVOX COMBINATION RECORD PLAYER/TAPE w-records & tapes. 483-6150.
'76 MUSTANG, 4 spd., stereo, extra rims, snow tires. 485-4929.
WOMAN'S JACKETS, sz. 10-12, new; misc. other items, cheap. 422-7741.
KITCHEN TABLE & CHAIRS, 5; end tables, 2. 749-0706.
BAR, 2 stools - sim. leather, padded arm rest, foot rail, $100 or best offer. 484-9910.
AQUARIUMS, 2, 30 & 55 gal. & accessories, complete, $75 & $100. 483-6319.
'69 FORD TRUCK, red & wht, motor & trans. in A-1 cond., good tires. 622-7413.
OLD TOWN CANOE, 18', $150. 484-4515.
'75 KAWASAKI, $275. 449-0383.
BOY'S 20" BICYCLE. 432-8644.
TICKETS TO OPRYLAND, 4, $5 each or $15 for all. 447-5401.
'75 FORD GRAND TORINO. 482-1604.
'70 STARCRAFT SNOWMOBILE, new track & boggies. 493-1431.
'76 CUTLASS SUPREME, wht, cruise, 53,000 miles, very good cond., some rust, make offer. 422-7739.
'69 CAMARO, 4724 W. Jefferson. 432-2781.
BOY'S 20" BICYCLE, ex. cond., $45. 485-8710.
WOMAN'S 10 SPEED 26" BICYCLE, $40. 747-5111.
ADLER VIOLIN w-case & bow, $300. 749-8975.
'78 CHEVETTE, 4 dr., 4 spd, air, $1,800. 484-4793.
'76 FORD MUSTANG II, 4 spd., 6 cyl., 2 dr. hdtp. 1-347-1794.
'74 LINCOLN CONTINENTAL; '61 Cadillac Seville. 422-4006.
'65-'66 MUSTANG PARTS, must see, aft. 6 p.m. 622-4781.
STEELCASE OFFICE DESK & SWIVEL CHAIR, $130, call aft. 6 p.m. 489-4936.
'70 CONCORD TRAVEL TRAILER, 21', good condition. 1-723-5339.
FIRE WOOD, $20/pickup load, cash & carry, delivery avail. 432-1247.

FOR RENT

ONE BEDRM APT., near GE, upper, furn., $170/month. 449-0383.

SERVICE

QUALITY PAINTING, PLASTER, ROOFING. 489-5770.
BABYSITTING, NW, my home, any age, experienced. 426-2946.
CONTINUOUS GUTTER & SIDING, free est. 627-2858.
BABYSITTING, my home, SE, days only. 447-3725.
SWEETCAKES THE MAGIC CLOWN, animals, magic, clown car, balloons, more. 745-1545.
CONCRETE CONSTRUCTION, basement repair. 446-5643.

FREE

SWING SET. 489-6748.
KITTENS, 3, male, box trained. 745-7349.

WANTED

HOT WATER HEATER, gas or electric, any size, good cond. 747-0241.
MOTOR FOR SEARS RIDING MOWER, Mdl 143586062, Ser. 823206268. 447-1126.
LIONEL & AMERICAN FLYER TRAINS, any cond. 1-724-8011.
ALUMINUM PONTOON, 20', with or without motor. 456-4079.
20'-24' ALUMINUM PONTOON, will replace deck. 622-4855.
UPRIGHT PLAYER PIANO. 485-7835.

FOUND

COOKBOOK, in cafeteria. 747-1137.

Bowling

Small Motor 9/5

Kevin Logan (238, 214, 210)	662
John Thurber (214, 213, 180)	607
Will Doehrman	243
Terry Dorman	237
Francie Harter	236
Bill Haddaway	231
Greg Wiley	226
Dave Knepple	223
Vern Doehrman	222
Jim O'Bryan	220
Cecil Landgrave	214

GE Office 9/17

Dave Rodewald (262, 188, 192)	642
Steve Scherer (220, 213, 170)	603
Allen Kunce	231
Gil Baker	234
Larry Elwood	224
Dave Peek	224
Don Hitzeman	215
Dave Knepple	214
Don Bell	211
Jay Miller	212

Small Motor 9/19

Kevin Logan (221)	606
Steve Thomas	220
Kirk Baker	212
Maurice Haines	210

Friday Nite Ladies

Bessie Shields	199
Pam Johnson (168, 205, 133)	506

In memory

Robert E. Smith, 1653 N. Highlands, died Sept. 19. He was a model maker at Building 26-2 prior to retiring in 1974.

Madalyn T. Fryer, 405 E. Congress, died Sept. 16. She was a telephone operator in Building 20-2 prior to retiring in 1971.

Earl L. Dindot, Ohio, died Sept. 15. He was a stock helper in Building 17-1 prior to retiring in 1963.

Clifford H. Dunten, Angola, died Sept. 14. He was a bench machinist at Winter Street prior to retiring in 1974.

Elex calendar — October

1 - Partizan Chapter Board meeting, 11:30 a.m., MCL Cafeteria, Southtown Mall.
1 - Lawton Nursing home visitation.
1 - Reservation deadline for the Oct. 13 and 27 all day paint class "The Mill."
2 - Reservation deadline for Oct. 8 Elex Club supper and bingo, 428-3240.
2 - Reservation deadline for the Oct. 9 rub-out painting class "Ricky Raccoon."
2 - Oil painting class, 6 to 9 p.m., Bldg. 18-1 Conference Room, "The Barn," reservations required.
5-6-7 - GE Midwest Women's Club Convention, Cincinnati, Ohio.
8 - Elex Club supper and bingo for Elex members only. Venice Restaurant will cater the supper and serve from 5 to 5:45 p.m. Menu: swiss steak, tossed salad, mashed potatoes and gravy, green beans, pie, coffee or milk. Tickets $4.25. Reservations required.
9 - Rub-out painting class, 6-9 p.m., Bldg. 18-1, Conf. Rm., "Ricky Raccoon."
10 - Pen-El Chapter meeting, 11:30 a.m., Bethany Presbyterian Church, 1616 W. Main St.
11 - Honor-Ettes Chapter Board meeting, 11:30 a.m., Hall's Guesthouse, 1313 W. Washington Center Road.
11 - Reservation deadline for Elex Oct. 18 luncheon, 428-3240.
12 - Quintus Chapter Board meeting, 9:30 a.m., Richard's Restaurant, Paulding Rd.
13 - Byron Health Center visitation.
13 - Fort Wayne State Hospital and Training Center visitation.
13 - Oil painting class from 9 a.m. to 5 p.m., "The Mill," Bldg. 18-1 Conference Room, reservations required.
15 - Elex Club Executive Committee meeting, 4:45 p.m., Building 18-3 Conference Room.
16 - Partizan Chapter meeting, 12 noon, First Wayne Street United Methodist Church, 300 E. Wayne St.
17 - El-Par Chapter meeting, 12 noon, Chen's Restaurant, 707 Northcrest Shopping Center.
17 - Oil painting class, 6-9 p.m. Bldg. 18-1 Conference Room, "The Barn," reservations required.
18 - Elex Club luncheon, 11:30 a.m., Hobby Ranch House, 3204 North Anthony Boulevard, Tickets for Elex members $5 and for guests $5.50. Program, "Selecting Art Work in the 1980's" by Roy McBane. Menu: roast beef and dressing, salad, vegetable, pie and beverage.
19 - Quintus Chapter meeting, 1 p.m., 6440 S. Fairfield Recreation room.
22 - Honor-Ettes Chapter meeting, 1 p.m., Salem United Church of Christ, 2401 Lake Ave.
22 - Oil painting class, 6-9 p.m., Building 18-1 Conference Room, "The Barn," reservations required.
23 - Elex Club Executive Board meeting, 7:30 p.m., Building 18-1 Conference Room.
24 - El-Par Chapter Executive Board meeting, 9:30 a.m., Hobby Ranch House, 3204 North Anthony Blvd.
27 - Oil painting class, 9 a.m. to 5 p.m., Building 18-1 Conference Room, "The Mill," reservations required.

AT YOUR EMPLOYEE STORE

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10-5:30 M-F



Bright Stik®
Anywhere you need a light, stick a Bright Stik.
A complete 25-inch fluorescent lighting unit that uses only 33 watts.

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No limit on smoke alarm models 8201-401C

"BACK TO SCHOOL" REBATE PERIOD 8/5/84 - 12/31/84

CURLING BRUSHES
04 ☐ HCB3 $4
05 ☐ HCB4 $4
06 ☐ HCB5 $3

CURLING IRONS
03 ☐ CS8 $3
42 ☐ CS9 $3

STYLING DRYERS
48 ☐ SD9 $5
49 ☐ SD10 $5

HAIR DRYERS
18 ☐ PRO6 $6
19 ☐ PRO8 $6
20 ☐ PRO9 $5
23 ☐ PRO17 $5
24 ☐ PRO18 $5
25 ☐ PRO22 $5
45 ☐ PRO27 $5
26 ☐ PRO30 $6
46 ☐ PRD40 $5
47 ☐ PRO50 $5

HAIRSETTERS
40 ☐ HCD4 $3
52 ☐ HCD7 $4
15 ☐ HCD8 $3
53 ☐ HCO12 $5

TOASTERS
29 ☐ T17B $3
30 ☐ T86 $3

REBATE PERIOD 9/2/84 - 12/31/84

CAN OPENERS
01 ☐ EC32 $2
02 ☐ EC33 $2

CURLING IRONS
51 ☐ CS10 $3

FOOD PROCESSORS
12 ☐ FP1 $5
14 ☐ FP3 $7

ORIP COFFEEMAKERS
07 ☐ DCM9B $5
50 ☐ DCM10 $4
08 ☐ DCM14 $7
09 ☐ DCM15 $7
10 ☐ DCM18 $7
11 ☐ DCM50 $7

MIXERS
16 ☐ M22 $2
17 ☐ M24 $2

HAIR DRYERS
54 ☐ PRO51 $3

SMOKE ALARMS
27 ☐ 8201-401C $5

A Pub No 99-364

***ADLETS**
GE NEWS BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:
☐ For Sale* ☐ Ride Wanted
☐ Wanted ☐ Riders Wanted
☐ For Rent* ☐ Lost
☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form **by noon Friday** for publication Thursday. You may submit only one adlet per issue of the **GE News. No more than 40 letters per Adlet, please.** Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____
Address _____ City _____
Home Phone _____ Bldg. _____
The item(s) referred to in this ad are in no way connected with any business venture
_____
Signature

Over 350 Allen County youth waiting for Big Brothers, Big Sisters

Six Fort Wayne GE employees are among the 399 current volunteers for Big Brothers/Big Sisters of greater Fort Wayne. Over 350 youth ages 6 to 17 are waiting to be matched with a Big Brother or a Big Sister.

Lisa Ramsey, Building 26-2, has been a Big Sister volunteer for two years. "I really have enjoyed the time with my 'little sister,' Lisa said. "In our two years, I have really seen her grow. Lisa said her Little Sister first viewed having a Big Sister as a chance to get to go places. "Now we spend a lot of time just talking. She had had a lot of people let her down in her life. She never thought she needed anyone." Now, said Lisa, "She's almost like an honest-to-goodness sister to me."

Janice Spitler, Taylor Street, responded to a radio advertisement seeking Big Sister volunteers. "My little sister and I have had a good and rewarding relationship for three years. We like the same types of activities."

She also said she was influenced by her supervisor, **Don Snyder**, who talked a lot about the program. Don has been a Big Brother for nine years.

Other Big Sisters are **Rita George, Sherri Malone** and **Peggy Werner**.

Anyone interested in becoming a Big Brother or Big Sister can attend a 45-minute presentation about the program at the center, 919 Fairfield Ave. These are conducted Mondays at 7 p.m. and on the first Saturday of each month at 11 a.m.

Adult volunteers are screened and then matched with a youth. A commitment of about three to four hours of contact a week for one year is asked.



These employees from the Technology Operation heard a presentation about Big Brothers/Big Sisters last week as part of a bus tour of two local United Way agencies to see first-hand how employees' contributions to United Way are used. They also toured the Rescue Mission.

About 18% of the funding for Big Brothers/Big Sisters comes from United Way contributions.

MLK Montessori School teaches pre-schoolers lifetime skills



Mel Smith, Building 17-3, and Virginia Dague, Building 17-4, visited with students at the Martin Luther King Montessori School during a tour last week by hermetic motor employees of two agencies that are partially funded with United Way contributions.

The Martin Luther King Montessori School in Fort Wayne was started 15 years ago with 18 students. Today, they have 125 students between ages 3 and 6 with a waiting list over 100.

"Part of the success of our school comes from our treating each child as an individual. Our children don't all sit at the same table and color the same picture," said Director Becky Hill.

"We believe what you learn between the ages of 3 and 6 stays with you forever. Our school prepares children for a lifetime of learning and living," explained Hill.

Their curriculum is divided into four areas:

- Practical life, dealing with daily living types of exercises like combing their hair, doing dishes and sweeping the floor.
- Sensorial, an exploration of the senses.
- Math.
- Language.

Most MLK Montessori School students come from the inner-city. The school is housed at First Wayne Street United Methodist Church and St. Peter's Catholic Church.

Supportive services for the children, such as transportation and a nutrition program, are provided.

Several hermetic motor employees toured the MLK Montessori School last week as part of the Employees' Community Services Fund campaign.

Diane McGraw, Building 17-3, said she was especially impressed with the practical things the children were doing. "We never think small children can play with water responsibly. The school showed small children can learn a lot of things if they're taught."

The school is funded by donations from the United Way, several Fort Wayne religious organizations and individuals.

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ALLEN COUNTY PUBLIC LIBRARY
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FORT WAYNE IN 46801

Walkers, runners raise $1,600 for Daybreak

A total of $1,600 was raised for Daybreak by Fort Wayne GE employees and their guests Saturday at the GE Fun Walk/Run at Foster Park. "All 309 participants seemed to enjoy their walk or run in the park," said Jerry Winkler, manager of the Motor Relations Operation.

In all, 1,221 miles were tallied. GE contributed $1 for each mile participants walked or ran. An additional $100 contribution was made on behalf of the relations operation, which had the highest percentage of walkers and runners. Part of the box lunch and t-shirt sales also went to Daybreak.

Contributions from employees in Building 4-5 and Building 4-2 added to the total. Also, all employees in Order Service at Taylor Street either participated or contributed money.

The most popular event was the 5-mile walk with 174 participants, followed by the 2-mile walk with 94.

Twenty-seven completed the 5-mile run. Ken Schlemmer, competing in the under-age-35 category, won the race with a time of 28:37. He was the brother-guest of Jon Schlemmer, Building 4-6. Mike Nomina, an employee guest, came in second in the 5-mile and first in the 2-mile run.

In the 35-49 men's category, Dennis Hudson placed first and Mike Novosad second. Stan Williams was the winner in the over-50 category.

In the 5-mile women's competition, Sue Fehman and Irene Lee came in first and second, respectively, in the age 35-49 category. No women entered the other 5-mile categories.

Of the 14 who completed the 2-mile run, Chris Napier finished second behind Nomina in the under-age-35 men's category. In the men's 35-49 bracket, Bill Borgman placed first ahead of Jerry Winkler. Bob Langdon won the over-50 category.

Top women's 2-mile run finishers were Dee Channell, first place, under-35; Dorry Milutis, first, 35-49; Rhonda Gage, second, 35-49.



Pat Palmisano, plant manager of CIMD motor operations at Taylor Street and Broadway, was one of 174 participants in the largest GE Fun Walk/Run category, the 5-mile walk.

OCT 17 1984

General Electric News

OCTOBER 4, 1984 FORT WAYNE, INDIANA VOLUME 66, NO. 38

Elex Club wins Phillippe Award

Story on Page 4.

Wire Mill affects nearly all Fort Wayne GE employees

Since magnet wire can be as much as 25% of the material cost of an electric motor and 29% of a transformer, the Fort Wayne Wire Mill Operation affects all Fort Wayne motor and transformer employees.

The Wire Mill provides copper and aluminum wire for nearly all the motor magnet wire needs within the General Electric Co. It is also recognized as one of the largest wire mills in the country.

"We serve 27 locations," said Jack Reith, plant manager, "and we can respond overnight to their needs if we have to.

"Most people know we're here, but they don't really know what we do," said Reith.

Reith gave **GE News** a tour of the Wire Mill last week to acquaint Fort Wayne GE employees with the Wire Mill and how the wire is produced.



Five-thousand-pound bundles of aluminum and copper are brought in each day to the Wire Mill.

Copper, aluminum begin process

Large bundles of copper and aluminum, each weighing 5,000 pounds, are brought in each day for that day's production. About 500,000 pounds of copper and about 200,000 pounds of aluminum are used each week.

The first step in the manufacture of wire is wire drawing. In this process, a bundle of wire is fed into a machine that stretches the wire. As a result, the wire is increased in length and reduced in diameter.

Reith explained, "We can make a variety of diameters of wire depending on the specific requirements for the order. We can make wire finer than a strand of hair or as large as the diameter of a pencil."

The Wire Mill houses several wire drawing machines, which make the various sizes. The size and speed of the machines are related to the required size of the wire.

Some products require wire so fine it is run through more than one drawing process. Many of the drawing machines require the precision only a 2-1/2-carat diamond die can produce.

To fill a spool of the Wire Mill's finest wire (.0022 in diameter), a piece of wire 36 inches long is stretched 16 miles. It takes six hours to fill a small spool. This wire is used largely for power supply products. Once wire is drawn to the correct diameter, insulation is applied through enameling.

The second major step in wire manufacture is the enameling process, which is operated continuously, seven days a week, 24 hours a day. The wire is run through an enamel solution and up a tall tower to air-dry and back down through the enamel. This sequence is repeated many times until the proper thickness of enamel is applied.

Enameling has four steps

The four steps in the enameling process are:

- Preannealing, or preparing the surface.
- Applying the enamel.
- Curing the enamel in a large oven.
- Taking up the finished product.

Five different kinds of enamel are used for Wire Mill products. About 1-1/2 railroad tank cars of enamel are used each week.

The enameling towers are operated by one of four crews. "The crews are like four different families. Their teamwork is important," explained Reith. "They work together six days and are off two. They also rotate work shifts."



Don Grimm inspects the finished wire product. Crews also inspect the diamond dies used in the wire-drawing machines.

Reith said one person operates several enameling towers depending on the wire size the towers are running. The teamwork is necessary if there is a machinery breakdown.

The operator's main duties are to put the bare wire on the machine, perform quality checks and take off the finished product.

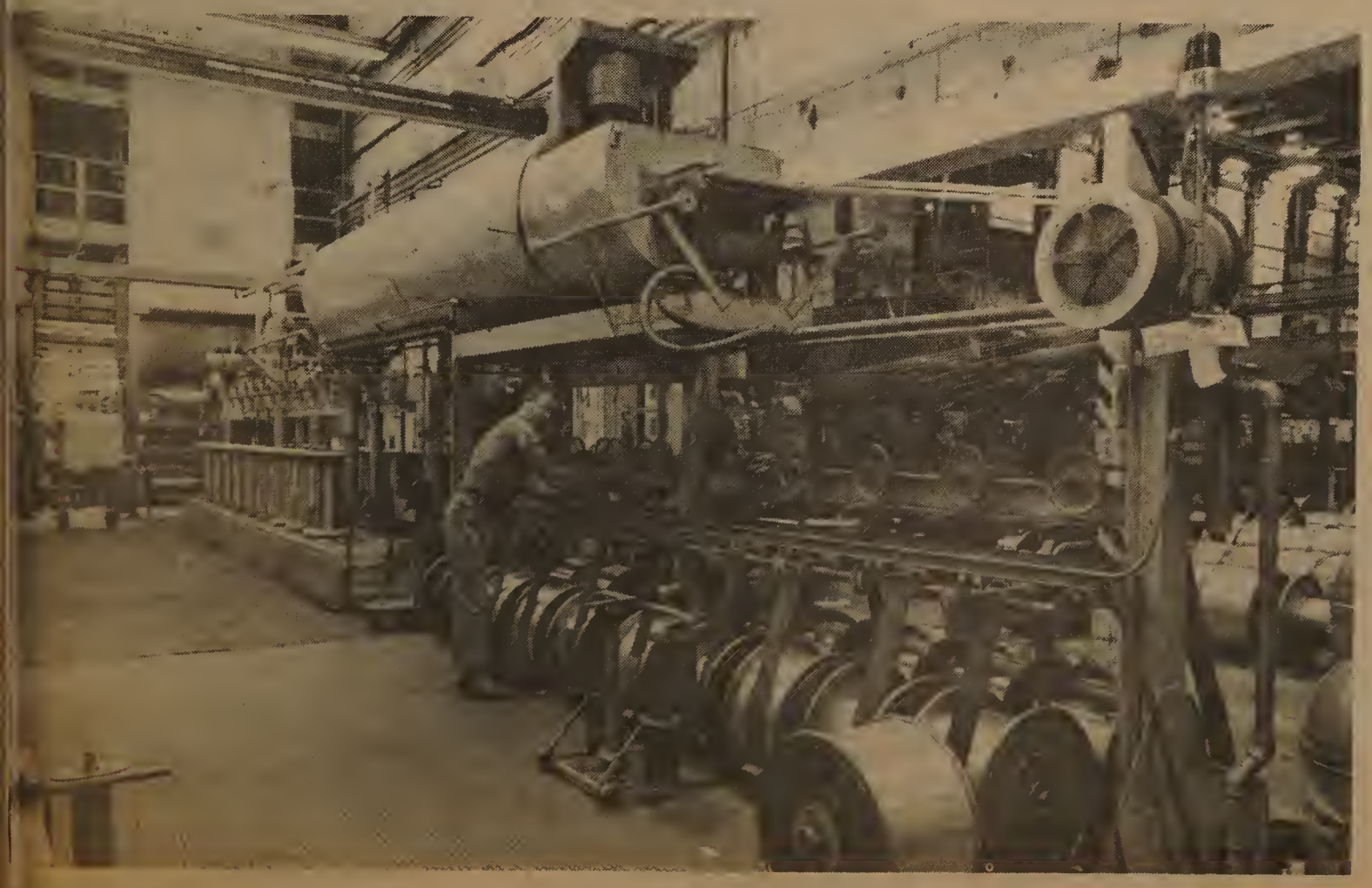
Each enameling tower processes 55,000 to 60,000 pounds of wire per week. (About 1/2 pound of aluminum wire is used in a typical appliance motor, one of the Wire Mill's largest customers.)

"The enamel is a lot like paint. It requires a clean, dry surface to adhere," explained Reith.

Others complete crew

Several other special employees are also part of the crew. Some run machines that make rectangular wire, used mostly in transformers. Several crew members inspect the final wire product as well as the dies used in the machines.

The Wire Mill employs 134 hourly and 40 salaried employees who "pride themselves on product quality and on-time delivery," said Reith.



The enameling process is completed by one of several large machines, such as the one above. Wayne Fulkerson is a member of one of four crews that keep the enameling process operating 24 hours a day, seven days a week.

Magnet wire can be as much as 25% of the material cost of an electric motor and 29% of a transformer.

Group benefits sessions to begin in October for Jan. 1 retirees

Employees who are making final retirement plans will soon benefit from a new program.

Group sessions for employees who definitely plan to retire Jan. 1 will begin in October.

The sessions for employees and spouses will be centered around a new book, the **Retirement Benefits Handbook**. Participants will receive a personalized copy.



Sharon Harter, benefits specialist, said employees who definitely plan to retire Jan. 1 should call her to attend a group session.

'The group format will allow employees and their spouses to benefit from other people's questions and still keep the confidentiality about their own retirement finances.'

"The book we will give employees will tell them all the specific information they need to know about their individual pension benefits.

Questions help others

"The group format will allow employees and their spouses to benefit from other people's questions and still keep the confidentiality about their own retirement finances," explained **Sharon Harter**, benefits specialist.

People with exceptions or unusual situations will receive counseling on a one-to-one basis following the group sessions, she said.

Employees who definitely plan to retire Jan. 1 should call Harter on Ext. 3261. Harter will then invite the employee to attend one of the sessions to be conducted in the Building 18-1 Conference Room.

Group sessions will be arranged later for those retiring later in 1985, she said. Employees who have decided to retire should see Harter at least three months in advance. For example, those who are retiring Jan. 1 need to arrange everything in October.

These sessions are different than the Pre-Retirement Seminars conducted by Barbara Bugg, explained Harter. "The Pre-Retirement Seminars are exactly that — **pre-retirement** — for employees to prepare for their retirement years."

The two programs are designed to work together to provide employees the information they need to make the best decisions possible concerning their retirement years.

Things to bring to sessions

Those who will be attending the sessions conducted by Harter should be prepared to bring the following:

- Birth certificates of employee and spouse.
- Social Security number of spouse.
- Marriage certificate.

Employees should also be prepared to make decisions about whether or not to:

- Have pension checks directly deposited into a financial institution.
- Have federal taxes withheld from pension checks.
- Redeem Savings & Security Program investments in cash or have them delivered in securities.

Bussick names production managers

Announcement of the Motor Production Department organizational structure was made last week by **Donald Bussick**, general manager. Included were appointments of managers of Fort Wayne production operations.

Fort Wayne appointments

Appointments that affect Fort Wayne operations include:

- **Pat Palmisano**, manager of the Fort Wayne Industrial Motor Production Operations;
- **Joe Miller**, manager of the Winter Street industrial motor production plant. Palmisano and Miller will report to Ed Schenck, manager of the Industrial Motor Production Operation, in Hendersonville, Tenn.
- **Ray Watkins**, manager of the Fort Wayne hermetic appliance motor production plant. He will report to Bill McKenzie, manager of the Appliance Motor Production Operation, in Holland, Mich.
- **Paul Dawley**, manager of the Fort Wayne Magnet Wire Mill Operation. He will report to the manager of the Production Support Operation who has not yet been named.

The Purchasing and Transportation Operation, Building 19-2, will report to **Tom Natale**. His appointment was made Aug. 16.



Credit Union members review records

The Supervisory Committee of the General Electric Employees Federal Credit Union is currently performing a required account verification per federal law. Members are asked to review their records and compare them to their statement of Sept. 30.

Any discrepancies should be reported to Supervisory Committee, Box 11267, Fort Wayne, IN 46856.

August prices on S&SP investments

Here is the report on the prices for GE Stock, Mutual Fund, and Holding Period Interest Fund used under the Savings and Security Program to credit participants' accounts.

The Long Term Interest Fund price for the last day of the month is also shown, as well as year-to-date annual income rates for both the HP and LT Funds.

Month	Stock Price	Mutual Fund Price	Holding Period Fund YTD Annual Income Rate (a) Price	1981	1982	1983	1984	Long Term Fund YTD Annual Reinvestment Price	Income Rate
Jan	$56.482	$32.991	$10.00	13.2%	16.5%	13.7%	13.0%	$10.42	11.8%
Feb	$53.206	$30.989	$10.00	13.2%	16.5%	13.7%	13.2%	$10.30	12.0%
Mar	$52.188	$30.915	$10.00	13.2%	16.5%	13.6%	13.2%	$10.14	11.7%
Apr	$53.825	$30.831	$10.00	13.1%	16.5%	13.6%	13.3%	$10.02	11.7%
May	$53.875	$30.845	$10.00	13.1%	16.5%	13.6%	13.3%	$ 9.76	11.6%
June	$53.250	$30.309	$10.00	13.1%	16.5%	13.6%	13.3%	$ 9.67	11.7%
July	$50.756	$29.953	$10.00	13.1%	16.5%	13.6%	13.3%	$ 9.83	11.8%
Aug.	$57.158	$32.927	$10.00	13.1%	16.5%	13.6%	13.3%	$10.00	11.8% (b)

(a) The "announced" HP Fund Rate was **13.00% for 1981, 16.25% for 1982, 13.25% for 1983,** and **12.75% for 1984.**

(b) At August 31, 1984, the net current yield of the long term investment portion of the fund was 12.15%.

GE, employees support Daybreak

Jerry Winkler, manager of the Motor Relations Operation, presents a check for $1,600 to Daybreak Board of Directors member Tom Wyss. Wyss is a zone manager in the GE distribution sales organization at Taylor Street. GE contributed $1,321 from the GE Fun Walk/Run Sept. 22. The rest came from individual contributions and box lunch and t-shirt sale proceeds. Daybreak officials reported Monday that contributions from the community have exceeded their $93,000 goal, which they say should give them enough time to search for regular funding. A total of 309 Fort Wayne GE employees participated in the GE Fun Walk/Run.

General Electric News

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Karen Horn, Editor
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Tim Schlie, Artist

Tuesday-Brookwood golfers win GE Club championship

By Greg Olwine

The Tuesday Brookwood golfers, featuring Jerry Pieper's Sandpiepers, won the GE Club Golf championship Sept. 29 at Fairview Golf Course. Sandpieper team members finished in second through fifth place in a six-team, 24-player playoff.

Winning team participants and their scores were **Dick Parlow**, 70 net; **Gary Sykes, Jim Muir** and **Bill Corry**, each 73 net. Special recognition goes to **Terry Howdyshell** of the Monday Colonial Oaks League, who finished first in the individual scoring with a 63 net.

A rundown of the teams and their placement in the playoffs are as follows:

	Team	Points
1st	Tuesday, Brookwood	14
2nd	Monday, Colonial Oaks	45
3rd	Wednesday, Foster Park	50
4th	Thursday, Foster Park	56.5
5th	Monday, Brookwood	62
6th	Tuesday, Foster Park	72.5



GE jet engine powers experimental aircraft

CALVERTON, N.Y. — A F404-GE-400 jet engine powers an experimental aircraft "rolled out" by Grumman at its facilities in Calverton in August. The forward-swept-wing X-29A will test advanced technology features aimed at creating a new generation of small, fuel-efficient, high-performing fighter aircraft.

Burt Riemer, general manager of the Aircraft Engine Business Group's F404 Project Department, pointed out "the F404's selection as a powerplant for this single-engine aircraft reflects the strong measure of confidence that exists in the proven reliability and performance of this GE engine. The X-29A is an important step forward in modern aviation systems, and the F404 team is proud to be a part of this effort."

The X-29A demonstrator program is sponsored by the U.S. Defense Advanced Research Projects Agency and administered by the U.S. Air Force's Wright Aeronautical Laboratories.

Grand re-opening

To celebrate the remodeling of the Taylor Street cafeteria, ARA food services recently hosted a grand reopening at the cafeteria. In addition to serving lunch specials, ARA gave away door prizes. Grand prize winner was Elnora Bebout, Section 14, who won a TV. Pictured with John Hofmeister (center), manager of Production Employee Relations, are ARA representatives Lou Daoust (left) and Max Hilyard.

Adlets

RIDE WANTED

SOUTH OF OSSIAN TO TAYLOR STREET, 7-3:30 p.m. 622-4781.

CLARMARNIC IN KINGSTON PK TO BDWY, 8-5 p.m. 422-7741.

FOR SALE

'74 CAPRI, running condition, call aft. 7 p.m. 432-2216.

NEW TIRES, WSW, 3, mounted & balanced on Monza, Vega, Sunbird rims. 485-4929.

8' FRIGIDAIRE CHEST FREEZER; 2 pc. living room suite, 1 yr. old. 447-3368.

TIRES, P215/75R15, 3, $15 each. 483-8685.

FRIGIDAIRE WASHER & DRYER, washer needs work, best. offer. 489-6748.

HOUSE, 3015 Taylor, $3,500. 432-6386.

RIFLES, 2, 22 cal.; 20 ga. shotgun. 744-5370.

BUNDY II TENOR SAX w-case, best offer, call aft. 5. 485-1732.

MOBILE HOME & LOT, N. Ft. Myers, FL, 22'x 44', util. shed, carpet. 432-6142.

MISC. ITEMS: Royal typewriter, bowling balls & bags, elec. popcorn popper. 747-3871.

AKC COCKER SPANIEL PUPS, black, blond and party. 1-925-0321.

YARD SALE, 1905 Spring Street, Oct. 11 & 12, 10-4 p.m., Christian books, clothes, misc.

'73 OLDS VISTA CRUISE, good work car. 486-2558.

'79 GRAND PRIX, good cond. 1-897-2783.

WOMAN'S WINTER COAT, sz. 14, bge, wool & cashmere blend, $25. 422-7878.

'73 T-BIRD, runs good, good tires, body rust, $300. 432-0871.

GE UPRIGHT FREEZER, 16 cu. ft., avoc., $150. 637-6857.

SNOW TIRES, 2, P215/75, R15 on rims; 3, P205/75 R15, 3/$20. 747-5487.

REFRIGERATOR, runs good, looks bad, $5, as is. 637-6965.

'74 CRUISE AIR MOBILE HOME, 21', self-cont., gen., 39,000 miles, good cond. 749-9462.

'76 MUSTANG, 4 spd., stereo, extra whls w-snow tires. 485-4929.

CONTEMPORARY. SOFA & LOVESEAT, earth tones, very good cond., $350, call aft. 6 p.m. 426-5058.

ROLL AWAY BED, like new, $25, aft. 4:30 p.m. 484-8093.

LOWREY ORGAN, cassette, rhythm, leslie, one yr. warranty. 483-4301.

FIREWOOD. 639-6465.

JIGSAW & MOTOR, $30. 456-4170.

REFRIGERATOR-FREEZER, 16 cu. ft., Sears, $100; dishwasher, $100. 1-723-5460.

FROST-FREE REFRIGERATOR, like new, sacrifice. 426-7287.

10 HP RIDING TRACTOR w-headlights, new mower deck, $550. 639-3728.

TUNE-IN TO SATELLITE TV, $300. 749-0159.

DOGHOUSE, for medium sz. dog, well built & sturdy, $20. 493-6184.

10 GALLON AQUARIUM, all accessories, $25. 447-6501.

EDDYLINE SEA TOURING KAYAK, 17', Sandpiper model, fiberglass, ex. cond., $1,100. 456-1795.

CULLIGAN MARK 50 WATER CONDITIONER, auto, $350; 2 studded snow tires, Sears, used 1 season, aft. 5:30 p.m. 484-1863.

WANTED

LIONEL & AMERICAN FLYER TRAINS, any cond. 1-724-8011.

WOOD DESK for home or office. 485-8890.

ELECTRIC STOVE, wht, self-clng, will trade. 485-2520.

GAS STOVE & refrigerator. 622-7336.

DOG, male, hsebrkn, medium size, good home. 485-5598.

HOT WATER HEATER, gas or electric, any size, good cond. 747-0241.

ALUMINUM OFFICE CHAIRS. 637-3279.

HOOD SCOOPS, 2, for '66 El Camino. 447-1126.

ELECTRIC STOVE, wht, good cond., reasonable. 456-6854.

HIDE-A-BED or loveseat, reasonable. 432-2328.

FOR RENT

TWO BEDROOM HOUSE, close to GE, $185/month. 449-0383.

DOWNTOWN THREE ROOM APT., furn., adults, parking. 424-7474.

SERVICE

BASEMENT REPAIR, concrete masonry, eves. 446-5643.

CONTINUOUS GUTTER & SIDING, free est. 627-2858.

SWEETCAKES THE MAGIC CLOWN, magic, live animals, new shows, all ages. 745-1545.

Bowling

GE Office 9/10/84

Paul Long (226-216-193)	635
Barry Confer	221
Art Hartman	220
Roy Elwood	216
Allen Kunce	215

Small Motor 9/12/84

Fleet Newhart	246
Jim Plemens	231
Terry Dorman	230
Ed Fischer	225
Francie Harter	218
Jim O'Bryan	213
Vern Doehrman	213

Seniors

Cal Hapner	226

GE Office 9/24/84

Dave Knepple (183-228-230)	639
Bob Lehman (207-245-171)	623
Jim Rieger (203-191-230)	623
Barry Confer	232
Larry Fitch	221

Golf

Starting positions for GE Club Fall Scramble Riverbend Golf Course — Oct. 6

Starting hole 1 — Bashelier, Parlow, Sykes, Pieper; 1A — Nelson, Schoenherr, McBride, Bradtmueller; 2 — Loe, Steinbacher, Jones, Budreau; 2A — Nord, Walley, Hirt, Haggenjos; 3 — Elliott, Nelson, Riedel, Fenoglio; 3A — Starwalt, Corry, Windell, Olwine; 4 — Gilbert, Flannery, Standley, Campos; 5 — Thurber, Johns, Harris, Tucker; 5A — Sprinkle, Borsos, Longley, Madden; 6 — Elder, Curley, Haskins, Adams; 7 — Saroff, Borgmann, Meyer, Mazza; 7A — Bresler, Bear, Kniss, Braun; 8 — Gottschalk, Reas, Phillips, Patterson; 8A — Larue, Cirillo, Hawthorne, Kroemer; 9 — Shinneman, Wilson, Steele, Franklin; 9A — Holmes, Uhen, Leeka, McKinley; 10 — Kinney, Priddy, Wheeler, Acheson; 10A — Schrader, Murphy, Sparks, Grider; 11 — Abel, Stewart, Stauffer, Shaw; 11A — Shindeldecker, Lantz, Colpetzer, Closson; 12 — Link, Ross, Holbrook, Asp; 12A — Baker, Stauffer, Wells, Suelzer; 13 — Gump, Streit, Szink, Braden; 13A — Stiver, Keister, Matthias, Yentes; 14 — Conley, Miller, West, Chase; 15 — Powell, Cole, Buckmaster, McCreary; 16 — Jackson, Miller, Gase, Hackman; 16A — Badders, Clements, Girardot, Coleman; 17 — Gray, Baughan, Guglielmi, Littlefield; 17A — Byrne, Rasor, Hunnicutt, Causey; 18 — Pickett, Becker, Williams, Shimer; 18A — Hill, Pape, Stark, Fogle.

In memory

Raymond E. Steele, Auburn, died Sept. 26. He was a bench machinist at Building 26-2.

Edward F. Sonday, 4410 Arlington Ave., died Sept. 22. He was a production control specialist at Building 4-4 prior to retiring in 1961.

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- Sizes and styles for every need

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-1.00 mail-in rebate
$2.49

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10-5:30 M-F

NORELCO GENIE JET VAC

$5 REBATE

Offer good July 1 thru Dec. 31, 1984



$5 Rebate applies to PHD, P and C Models only
Model No. PD620

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Sale Price	$44.86
Genie Mails You	$ 5.00
You Pay Only	$39.86

***ADLETS**
GE NEWS BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:
☐ For Sale • ☐ Ride Wanted
☐ Wanted ☐ Riders Wanted
☐ For Rent • ☐ Lost
☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form **by noon Friday** for publication Thursday. You may submit only one adlet per issue of the **GE News. No more than 40 letters per Adlet, please.** Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture

_____
Signature

One of 25 given in GE

Elex Club wins Gerald L. Phillippe Award

In recognition of volunteer community service work the Elex Club has been designated a recipient of a 1985 Gerald L. Phillippe Award.

The award, one of 25 given by the General Electric Company, cites the Fort Wayne GE women's organization for its long-term record of volunteer work and support for many community groups and people in need.

In addition to a commemorative plaque, the club will receive $1,000 to give to charity. They plan to donate $500 to the YWCA Women's Shelter and $500 to Crossroad, Fort Wayne Children's Home.

The club has a membership of 711 Fort Wayne GE women and 809 retirees. About 70% of all women currently employed are Elex members. In addition to the active club, Elex has five retiree chapters.

Elex members are "special" people, according to Lorine Peters, Elex adviser. "I have a lot of pride and satisfaction that our Elex women are being recognized for all the community work they do.

"It takes very special people to do some of the projects they do — like visit the Fort Wayne State Hospital and Training Center, Lawton Nursing Home, the Byron Health Center and the Crossroad Center for Teenage Girls each month."

At its monthly entertainment visit to these organizations, the Elex Club pays for all refreshment and entertainment expenses. Members volunteer their time at other special events such as picnics and Christmas programs.

Volunteers also give their time to Parkview Memorial Hospital and work in service functions through the White Cross Guild at the hospital. Cancer pad sewing is done on a monthly basis by Elex women at the American Cancer Society. Three members also telephone GE employees to schedule blood donations for the Red Cross.

Elex members give over 2,500 hours each year to various community and service projects.



Elex member Justine Coudret is one of several Elex members who make monthly visits to area homes. Here she is helping Bessie Bacon, a resident of Lawton Nursing Home.

Elex gives money to community

In addition to volunteering their time, the Elex Club and its chapters have money-making projects to support their employee and community service programs. So far in 1984, they have donated about $2,000 to various community projects and organizations.

One annual project is the "Cash for Cards" program in December. Club members encourage GE employees to contribute the money they would otherwise spend on Christmas cards to coworkers. The contributions are used to help needy families of former employees who are ill and without regular incomes and also for pensioners who have experienced long-term illnesses.

Contributions in the community vary each year. In giving food serving equipment to the West Central Neighborhood senior citizen meal program and clothing for the YWCA's battered women program, Elex members respond to various community needs.



Giving french fryers and a griddle to the West Central Neighborhood Association is typical of many Elex community service projects. Shown with Sally Elchhorn (left), Elex Club president, are GE retirees Edith Carder, Doris Salge, Ruth Fuller and Dorothy Goshorn.

Celebrating 68th year

Founded in 1916, Elex originally was set up to plan vacations and events for GE women, "because they couldn't go anywhere else on their own," said Peters.

Today's members enjoy the variety of activities the club offers, such as parties, oil painting classes, a fashion show and trips. Probably two of the most popular activities today are Boss's Night and the Annual GE Women's Clubs Convention.

As usual, Fort Wayne Elex members will have the largest representation when 217 members arrive at the convention tomorrow in Cincinnati.

Elex is one of eight remaining GE women's clubs in the Midwest. The leadership and the interest of the women are what have kept the Fort Wayne group going, according to Peters.

"Elex is a big part of the General Electric Company. I can't imagine Fort Wayne GE without it," said Peters.

Officers, members to assume full Elex responsibilities

Elex officers and members are planning to assume full responsibility for the club's activities after the March 1 retirement of Lorine Peters, Elex adviser.

Some members are concerned the club will not survive, but Lorine said that isn't the case.

"Elex's motto has always been 'United We Build,' and I'm a firm believer in that," said Lorine. "Elex activities will continue as long as the officers and members want them to," she said.

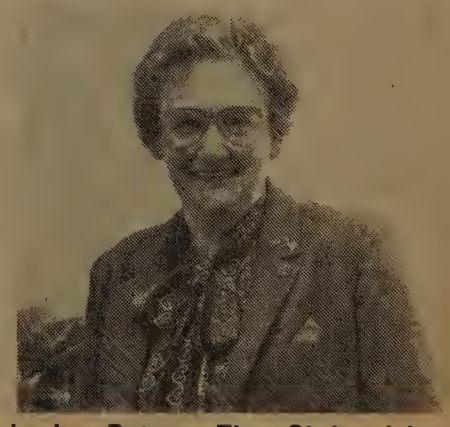
One step in the transition will be the November move of the Elex office from Building 18-3 to the Property Room in the GE Club. The remodeled office will be more accessible to members and officers in the future.

"Although some things are bound to change because of the transition, most Elex activities will continue," said Lorine. "Fort Wayne is the only GE women's club that has had a full-time adviser."

Lorine has been club adviser 11 years. Before that, she worked in customer service at Taylor Street. "I have loved working with Elex. Before I knew all the model numbers of motors. Now I know a lot of people."

Lorine plans to be a homemaker during retirement — something she's always wanted to do. But Elex volunteer work is also in her plans.

"Elex will go on. We'll make sure of it," she added.



Lorine Peters, Elex Club adviser, and the Elex office will move in November to the GE Club.

GENERAL ELECTRICALS
NON-CIRCULATING

General Electric News

OCTOBER 11, 1984 — FORT WAYNE, INDIANA — VOLUME 66, NO. 39

Third shift keeps operations going 'round the clock

Third shift.

Some employees love it. Others hate it. But some GE operations in Fort Wayne couldn't operate effectively without the graveyard shift.

Approximately 75 employees report for work about the same time that day workers do in Moscow and Cairo, Egypt. These employees say that being out of sync with the rest of the world has its advantages as well as its disadvantages.

For GE businesses, the advantages include:

- Not having to shut down continuous operations such as the Wire Mill and annealing ovens, which would create significant expense.
- Having the flexibility to balance production line rates and avoid bottlenecks.
- The ability to make optimum use of expensive investments such as computers.
- The ability to respond quickly to customer orders with on-time deliveries.

Here are some examples of third shift jobs in Fort Wayne and the people who do them:

WIRE MILL — Four crews of 17 employees each work a swing shift to operate the enameling room of the Wire Mill at Taylor Street 24 hours a day, seven days a week.

"It's just not practical to stop the enameling machines. It takes 16 to 24 hours to get them running again," explained **Don Krocker**, a supervisor who works the rotating shift with his crew. "Too much material would be wasted if we turned the machines off and on. You just don't flip a switch."

The enameling crews work six days on one shift then have two days off. When they return, they work a different shift.

"The worst part is going from third shift to first," said **Roger Lafevor**, a wire enameler. "Sometimes it takes you two or three days to get over what we call 'shift lag.' The physical adjustment is the biggest disadvantage."

Krocker cited several advantages to working a swing shift. "I like to fish, and many of our days off are during the week. There aren't many other people fishing then," he explained. The stores are also open during the week.

"Working different hours can put a strain on the family, though," said Krocker. "It takes a special woman to put up with the changing hours, lack of a social life and the grouchy moods our men sometimes develop because of working nights."



Roger Lafevor, Wire Mill, said going from third to first shift on the enameling room swing shift can result in "shift lag."



Building 4 diecaster Jack Smith has worked third shift off and on for 20 years and likes it. His wife Bonnie works first shift at Taylor Street when he's sleeping, so they have their evenings together.

Both Krocker and Lafevor agreed that pay is a motivator for working the swing shift. "Because our crews often work weekends and holidays, they often get paid overtime," explained Krocker.

Although the hours are irregular, Lafevor said he prefers the swing shift. "We have a schedule, and you know all your days off for the whole year. They never ask you to work on your days off."

COMPUTER OPERATION — In order to provide motor plants their daily production schedules, finance operations their payroll and closing figures, and other operations a variety of other information, the computer operation in Building 4-6 has to work around-the-clock. Computer time is valuable, and the demand for more information faster is always there.

"I couldn't take the rat race of the day shift," said **Helen McCoy**. "I can work non-stop without interruptions on third-shift."

Joe Cucinelli would take a day job if he could, but he, too, likes the fact that the phone doesn't ring constantly after midnight. The one problem is sleep. "I make sure I sleep when I get home so I can have a home life," he said.

"You never get used to working like this," said **Martha Smith**. All three try to revert to a normal

Continued on Page 4.



Data processing machine operators Martha Smith (left) and Helen McCoy are working when most other GE employees are sleeping, and sleeping when most people are working. That has some advantages and disadvantages.



Joe Cucinelli (left), data processing specialist, and supervisor Gene Edwards work third shift in the Computer Operation to process information for production schedules, payroll checks and financial analysis.

GE Stock Redemption Program expanded, improved

The GE Stock Redemption Program has been expanded and improved, effective Sept. 1, to make it more useful to employees and former employees who have received stock shares from several sources. The Stock Redemption Program allows GE people to redeem GE shares by mail and avoid broker commissions as well as a visit to a broker or bank.

Policy changes

"In the past, you could use the Stock Redemption Program only if cashing in shares you received under a GE savings plan such as the Savings & Security Program," **Homer Jennings**, manager of benefits, explained.

The revised plan allows eligible GE people who have received stock through a GE savings plan such as S&SP to redeem not only those shares but also shares received through other company benefit or compensation plans as well as shares acquired through open market purchases or other means.

Redemption through the program eliminates costs like broker commissions. However, the New York State Stock Transfer Tax may be assessed.

In still another improvement, said Jennings, you can now redeem fewer shares than the full amount of the certificate that you send in to be redeemed. For instance, if you have a stock certificate for 10 shares, you can use it to turn only five shares into cash and get a new certificate for the remaining five shares.

Other values of the Stock Redemption Program are outlined in the new program description material which is available at employee relations offices or at personnel accounting, Building 18-1. Any eligible employee planning to redeem GE stock should obtain a copy and study the redemption procedures, especially those relating to shares affected by the stock splits of recent years. It is no longer necessary to handle split shares in a special manner. The full description will also appear in benefit booklets when they are printed next year.

For those who plan to use the program to redeem stock shares to be received in the 1985 S&SP payout of shares purchased in 1981, there's good news, said Jennings. The current GE stock price is about $55 per share. This compares with an average 1981 S&SP stock price of about $30 per share when the recent 2-for-1 stock split is considered.

"Clip and Save"

Here's how to redeem GE stock shares

The steps to take when redeeming GE stock shares under the improved Stock Redemption Program were outlined this week by **Homer Jennings**, manager of benefits.

"The procedure is essentially the same as before the improvement," according to Jennings. "However, there are slight differences.

"Employees who are about to redeem GE stock shares should obtain a copy of the improved plan from their employee relations office or benefits office, Building 18-1. They should study the steps to take and follow them carefully. It can save a significant delay in turning stock into cash."

Procedure outlined

Here is an outline of the procedure Jennings described.

First, the form on the back of the GE stock certificate should be completed as follows:

1. **After the words on the top line:** "hereby sell, assign, transfer unto" insert "General Electric Company."

2. **Before the word "shares" at** the end of the next section, insert the number of shares to be sold. (It can be any number up to and including the number of shares on the certificate.)

3. **On the line marked "Dated"** insert the date the certificate is signed.

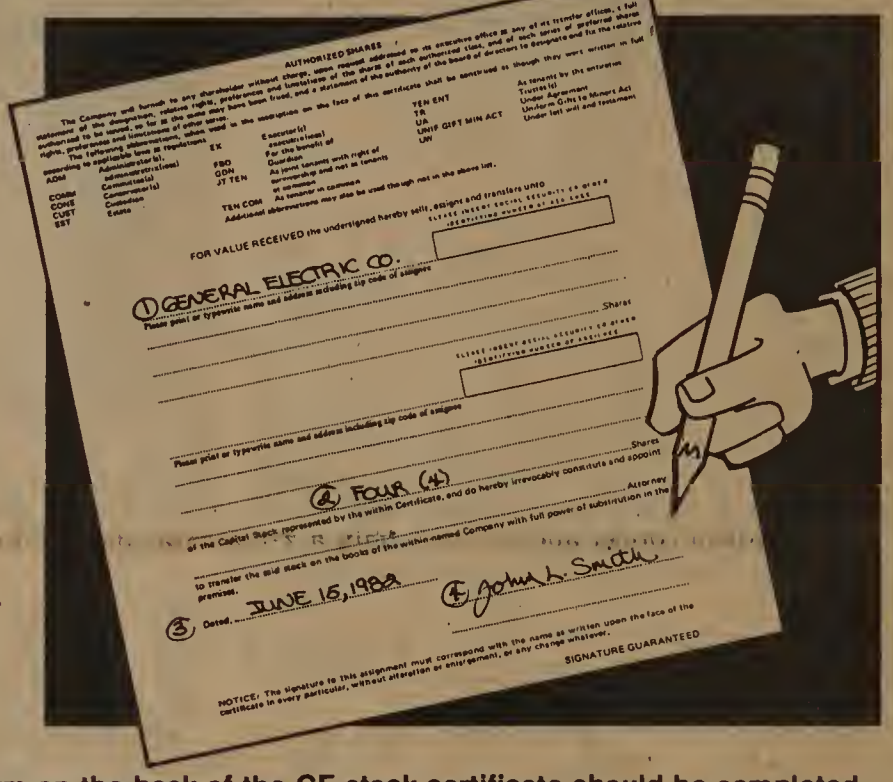
4. **Below the dateline,** the owner or owners should sign their names as they appear on the certificate.

• **The completed stock certificate or certificates, should be mailed by Registered Mail** to:

General Electric Company
Treasury Operations
1 River Road
Schenectady, NY 12345

Jennings said that certificates should be insured by an amount equal to at least 2% of the market price of the shares being mailed. This is to cover the replacement cost of the certificate if it is lost in transit.

A check covering the sale will be mailed to the owners by Treasury Operations. Unless they advise GE Treasury Operations in writing of a different address, it will be mailed to the most recent address in company shareowner records. "If your current address is different than the address listed on the certificate, you should list your current address on the bottom of the back side of the certificate," said Jennings.



The form on the back of the GE stock certificate should be completed as explained in this story.

He added that under the Stock Redemption Program, stock will be purchased free of broker charges and commissions, but a New York State Stock Transfer Tax may be assessed. The value paid will be equal to the closing market price on the New York Stock Exchange on the day the properly completed certificate is received by GE Treasury Operations in Schenectady. Proceeds are generally mailed to owners within a week after receipt of the stock certificate.

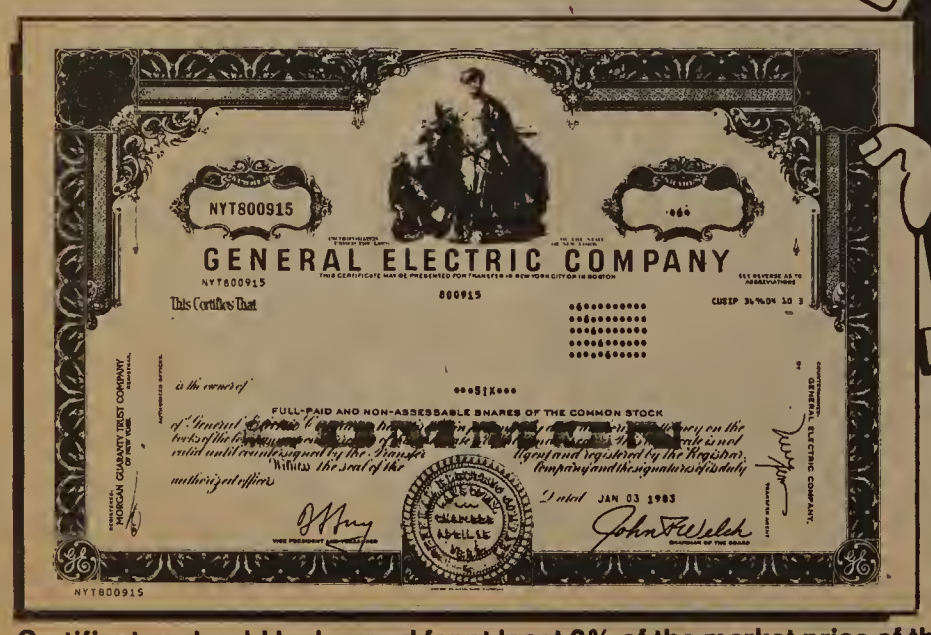
"It's important to know the tax aspects of redeeming shares — especially in view of a change in regulations effective last June," Jennings explained.

Capital gain term changed

"If the shares have been held more than 12 months, the owners should report any gain or loss on the sale as long-term capital gain or loss on tax returns. For shares acquired after June 23 of this year, the period is six months.

Gain or loss should be reported as short-term gain or loss if the shares have been held less than 12 months. For shares acquired after June 23, 1984, the period is less than six months."

For those who received stock shares under a GE savings plan, the date of ownership is the date that the shares were received in a savings plan "payout."





Certificates should be insured for at least 2% of the market price of the shares being mailed.

Gray, Baughan, Guglielmi, Littlefield win GE Club Fall Golf Scramble Saturday

With a net score of 60, the team of **Scott Gray, John Baughan, Mark Guglielmi** and **Morris Littlefield** won the GE Club Fall Scramble Oct. 6 at Riverbend Golf Course. They carded 10 birdies, 5 on each nine holes, along with their 2 handicap to score 12 under par to earn the first-place team award of $100.

Second place winners were Gottschalk, Reas, Phillip and Patterson with a net score 62 and a birdie on hole number 18. Their team won $80.

Winning $60 was the third place team of Shinneman, Wilson, Steele and Franklin with a net score of 62.

Fourth place winners were Shindeldecker, Lantz, Colpetzer and Closson. They had a net score of 63 with birdies on holes 14 and 17. They won $40.

The team of Bashelier, Parlow, Sykes and Pieper won fifth place with a net score of 63 and a birdie on hole 17. They won $30.

Winning sixth place was the team of Nord, Walley, Hirt and Haggenjos. They had a net score of 63 and won $20.

Winning $10 each for individual contests were **Don Stauffer** for the longest drive on number 1 fairway; **Larry Phillips** for the longest drive on number 10 fairway; **Mark Guglielmi** for driving closest to the pin on hole number 6; and **Dick Wells** for driving closest to the pin on hole number 15.

GE recognizes Floyd's efforts in purchasing

Dave Floyd, manager of steel contracting for the Motor Business Group, was recognized at the Purchasing Manager's Conference in September. Floyd was part of a three-person corporate team that negotiated national steel contracts for all GE locations using steel. The team's success on 1984 contracts resulted in each team member receiving a recognition of excellence award from Bruce Roberts, corporate vice president of purchasing.



Adlets

FOR SALE

HOUSE, $3,500; gas heater. 432-6386.
SOFA & MATCHING CHAIR, nvr used, grn floral, $250. 745-7481.
CHRISTMAS TREE, wht, 7', lts, decorations, gold beautiful. 1-244-6498.
COLLECTOR PLATES - Country Year set, $20/plate. 1-357-5391.
'77 CHRYSLER CORDOBA, ex. cond. 484-6756.
'77 GRAND PRIX, pwr, air, AM-FM 8-trk, t-tops, ex. cond. 749-5670.
LADY'S LEATHER JACKET, sz. 16; twin mattress, cheap. 745-3140.
10 SPEED SCHWINNS, his and hers, both $150. 747-5510.
'75 KAWASAKI, nice, $275. 449-0383.
'81 OLDS CUTLASS, ex. cond., air, cruise, AM-FM. 749-2065.
KITCHEN CARPET, new, blue/beige, 67"x84", for kitchen/bath, $10. 456-8098.
21" GE CONSOLE COLOR TV. 622-4096.
CHEVY TRUCK RIMS, 2, 15", 5 bolt pattern, $8. 749-9372.
RUGER MARK I, bull barrel, $165, firm. 744-5370.
TWIN BED; 30" antique tble; humidifier; oil burner w-controls. 426-7693.
AMERICAN RACING ALUMINUM MAGS, for 15" tire, 4; call aft. 4:30 p.m. 1-356-6283.
'81 MUSTANG HATCHBACK, ex. cond. 1-897-2783.
LADY'S DRESSES, sz. 16-18; children's jackets, new, sz. 10 & 12. 422-7741.
SOFA, large, 4 cushions, grn plaid, good cond., $200. 432-5798.
'70 OLDS CUTLASS SUPREME, V-8, auto, pwr, AM-FM, aft. 3 p.m. 749-8697.
GE WASHING MACHINE, good condition, $75. 745-5842.
8 HP SNAPPER MOWER, new engine, snow blade, $750. 483-7662.
CLOTHES FOR CABBAGE PATCH KIDS, reasonable, aft. 4 p.m. 443-7063.
'78 PACER, one owner, 53,000 miles, $1,650. 436-1140.
'66 EL CAMINO. 447-1126.
'84 WENONAH CIF SOLO CANOE, 16', ex. cond., $850. 456-1795.

WANTED

SINGER UPRIGHT SEWING CABINET. 432-1367.
LIONEL & AMERICAN FLYER TRAINS, any cond. 1-724-8011.
BROWNIE UNIFORMS, sz. 8. 623-3353.

SERVICE

CONTINUOUS GUTTER & SIDING, free est. 627-2858.
SWEETCAKES THE MAGIC CLOWN, magic, live animals & more, all ages/occasions. 745-1545.
BASEMENT REPAIR - concrete/masonary, eves. 446-5643.

FREE

RHUBARB ROOTS; small nursery walnut trees. 749-2323.
275 GALLON INSIDE OIL TANK & PIPES. 447-9704.

Bowling

GE Office		Small Motor 10/3	
Leroy Collins	224	Marlin Leininger	266
Tom Schible	223	Kevin Logan	618
John Hunnicutt	212	(204-206-208)	
Dave Locker	211	Kirk Baker	212
		Will Doehrman	212
		Jim O'Bryan	210

In memory

Everett J. Thomas, 4315 Highwood Dr., died Sept. 30. He was a consultant at STO prior to retiring in 1966.

Walter T. McDougall, Texas, died Sept. 29. He was a quality control engineer in Building 31-2 prior to retiring in 1971.

Edward P. Murphy, 3815 Plymouth Rd., died Sept. 26. He was a milling machine operator in Building 19 prior to retirement in 1979.

Roger W. Bebout, Decatur, died Sept. 25. He was a tester in Building 22 prior to retirement in 1969.

Henry E. Becker, 3725 Arlington Ave., died Sept. 23. He was a machine operator at Taylor Street prior to retiring in 1963.

Elex calendar — November

1 - Elex Club Nov. 12 supper and program reservation deadline date. Reservations accepted by mail only. Mail to Elex Club, 1635 Broadway, PO Box 2204, Fort Wayne, Ind. 46801.

Elex Club Nov. 15 luncheon and program reservation deadline date. Reservations accepted by mail only. Mail to Elex Club, 1635 Broadway, P.O. Box 2204, Fort Wayne, Ind. 46801.

Pen-El Chapter Board meeting, 1 p.m., Hobby Ranch House, 3204 N. Anthony Blvd.

3 - One day trip to Chicago and the Candlelight dinner-theatre.

5 - Partizan Chapter Board meeting, 11:30 a.m., MCL Cafeteria, Southtown Mall.

5 - Lawton Nursing Home visitation.

5-6 & 7 - Oil painting class "The Shed," 6 to 9 p.m., Bldg. 18-1 Conference Room, reservations required.

7 - Elex Club second shift Executive Board meeting, 1 p.m., Elex Club Office in the GE Club.

10 - Byron Health Center visitation.

10 - Fort Wayne State Hospital and Training Center visitation.

12 - Elex Club supper and program for Elex members only by the "Swiss Folklore Singers," GE Club Auditorium. Venice Restaurant will cater the supper and serve from 5 to 5:45 p.m. The menu is veal parmesan, Italian vegetables, mostuzzioli, salad, German chocolate cake, roll, butter, coffee or milk. Tickets are $4.25.

14 - Pen-El Chapter meeting, 11:30 a.m., Bethany Presbyterian Church, 1616 W. Main St.

15 - Elex Club luncheon and fall and winter fashions by the Fashion Barn for Elex members and guests, Hobby Ranch House, 3204 N. Anthony Blvd., 11:30 a.m. The menu is country steak, salad, baked potato, rolls, assorted pies, beverage. Tickets are $5 for members and $5.50 for guests.

16 - Quintus Chapter meeting, 1 p.m., Shawnee Library, 5600 Noll Ave.

19 - Elex Executive Committee meeting, Elex Club Office in the GE Club.

20 - Partizan Chapter Anniversary Tea, 12 noon, First Wayne Street United Methodist Church, 300 E. Wayne St.

21 - El-Par Chapter meeting, 12 noon, Grabill Barn, Grabill, Ind.

26 - Honor-Ettes Chapter meeting, 1 p.m., Salem United Church of Christ, 2401 Lake Ave.

27 - Elex Club Executive Board meeting, 7:30 p.m., Building 18-1, Conference Room.



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GE NEWS BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:
☐ For Sale* ☐ Ride Wanted
☐ Wanted ☐ Riders Wanted
☐ For Rent* ☐ Lost
☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form **by noon Friday** for publication Thursday. You may submit only one adlet per issue of the **GE News. No more than 40 letters per Adlet, please.** Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture

_____
Signature

New guide describes pregnancy benefits

A new Benefits Guide has been developed to summarize in one brochure the employee benefits that relate to pregnancy.

"It is important that employees obtain a copy of the guide from their employee relations office before starting on a pregnancy leave of absence," said **Doyt Schaadt**, manager of personnel accounting and banking. "It is a good way to be sure they are fully informed about the benefits and practices that relate to pregnancy."

Weekly S&A benefits apply

Schaadt noted that the GE Insurance Plan provides for the payment of Weekly Sickness and Accident Insurance (S&A) benefits for total disabilities resulting from pregnancy, childbirth or related medical conditions.

He pointed out that employees who are totally disabled because of pregnancy are treated the same way for S&A benefits as employees who are totally disabled because of illness or injury. This means that:

- Employees who are pregnant and continue to work until they become totally disabled are eligible for S&A benefits for the period of total disability, up to the maximum of 26 weeks.
- S&A benefits will begin on the eighth day of total disability or on the first day of hospitalization if the employee is hospitalized before the eighth day.



Rita Zoch, Winter Street Insurance Operation, and her husband, John, had their first child, Julie, June 11. Rita received Weekly Sickness and Accident benefits for about eight weeks, and the GE Insurance Plan paid all but $57 of her doctor and hospital bills. A new Benefits Guide explaining pregnancy benefits and practices is available in employee relations offices.

"Usually, the total disability period for a normal pregnancy starts two weeks before delivery and ends six weeks following termination of pregnancy," said Schaadt.

When S&A is not payable

Employees who are pregnant and decide to stop working before becoming totally disabled should be aware that they are eligible for S&A benefits only for a period of total disability that begins within 31 days of their last day worked, said Schaadt.

"S&A benefits are not payable for a pregnancy if the total disability begins more than 31 days after the last day worked," he pointed out.

Here is a list of the employee relations representatives responsible for counseling employees on pregnancy benefits and practices:

- Finance, employee relations and legal — **John Peirce**, Building 18-3, Ext. 2363.
- Exempt employees in Marketing, Technology and Production — **Pat Kemerer**, Building 19-5, Ext. 3603. (**Harry Patterson** eventually will be the contact person for exempt employees in Production.)
- Nonexempt and hourly employees in Building 19 — **Jack Hughes**, Building 21, Ext. 3660.
- Hourly and nonexempt employees at Taylor Street — **Ellen Durnell**, Taylor Street, Ext. 4045.
- Hourly and nonexempt employees at the former CIMD Broadway plant, telephone and Area Services employees — **Ellen Durnell**, Building 4-2, between 1 and 4 p.m., Ext. 3653.
- Exempt employees at Specialty Transformer — **John Pcolinski**, Building 26-2, Ext. 2442.
- Hourly and nonexempt employees at Specialty Transformer — **Mearv Ruhl**, Building 31-1, Ext. 2916.
- Hermetic employees — **Dottie Askren** or **Sally Eichhorn**, Building 18-4, Ext. 3411.
- Winter Street production employees **Willie French**, Winter Street, Ext. 5296.
- Aircraft Engine employees — **Roger Clarke**, Taylor Street, Ext. 4203.

Chuck Welch accepts position at GE corporate headquarters

Chuck Welch has been appointed manager of union relations communication for General Electric effective Nov. 1. He will be located at GE headquarters in Fairfield, Conn.

Welch came to Fort Wayne in January 1980 as manager of communication and relations planning and was recently named manager of communication and community relations. He is probably best known to employees for making numerous presentations on a variety of benefits topics, from the GE Pension Plan to the Savings and Security Program.

Welch has been the GE spokesperson in Fort Wayne for radio, television and newspapers, and the manager of employee communication programs for the Motor Business Group.

Since joining GE in 1968, he has held a variety of employee relations assignments in operating components and on corporate staff. Welch started with GE as a communication specialist for the Hermetic Motor Department in Holland, Mich.

After a tour of duty with the U.S. Navy, he accepted a job in communication and training for the 1974 start-up of the Hermetic Motor plant in Scottsville, Ky. In 1975, Welch went to Fairfield as employee relations specialist for the corporate headquarters facility. Before coming to Fort Wayne, he was a compliance consultant in the Corporate Employee Relations Operation.



Chuck Welch will begin his new job at corporate headquarters Nov. 1.

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—Third shift

Continued from Page 1.

schedule on the weekend. The key to adapting is "you have to sleep fast," said Smith.

PRODUCTION — Both transformer and motor operations employ third shift people to prevent bottlenecks in the production process. With some of its production lines running at capacity, the transformer operation runs its painting, treating and some test operations for three shifts to keep up with demand and to balance out the production flow. Annealing ovens run continuously because of the expense of shutting them down.

Jack Smith is one of two motor die cast operators who work third shift in Building 4 to keep the operation supplied with endshields. "What I like is that there are no office people to hassle you. Things go so much smoother. If you have a problem, you solve it."

Working third shift also has allowed Smith to go to his children's ballgames and scouting events. Sleep is another thing. "You have to schedule your sleep the best you can. I usually sleep in the morning to make sure I get it, but today I'm helping a friend lay concrete."

PRODUCTION SUPPORT — Area Services works around the clock to keep the power house supplying steam for the plants at Broadway and Taylor Street, and plant protection officers are always on duty.

Third shift employees encounter some unusual problems and advantages, but they also make a unique contribution to the success of GE businesses.

GENERAL PERIODICALS
NON-CIRCULATING

General Electric News

OCTOBER 18, 1984 FORT WAYNE, INDIANA VOLUME 66, NO. 40

Smoking habits can be changed.



Stories on Page 4.

GE, employees pledge $360,000 to United Way

Fort Wayne GE and its employees have pledged $360,000 to the United Way Fund Drive; administrators of the Employees' Community Services Fund announced Tuesday. That represents a $10,000 increase over the 1984 pledge.

GE employees again topped their previous year's giving to the United Way Fund Drive by pledging a total of $230,000 for 1985. The pledge from the General Electric Company also has been raised to $130,000, up $5,000 from last year.

Although General Electric employees comprise about 2% of the labor force in Allen County, the pledge from GE and its employees will be about 8.2% of the community's $4.4 million goal.

HMO wins two awards

The ECSF Steering Committee presented awards Monday to recognize outstanding achievements and improvements in this year's campaign. The campaign was organized by departments in effect prior to the recent reorganization of the Motor Business Group.

For the fifth year in a row, the Hermetic Motor Operation received the Traveling Trophy for the department with the highest per capita giving level across all employee groups.

HMO employees also received the plaque given to the large department that showed the best improvement in total participation and percentage givers as a result of the campaign.

Dottie Askren, manager of plant relations for HMO, said she felt HMO's tradition of record giving to the United Way was due to the team effort demonstrated by HMO employees in most of their projects.

The Components Sales Department was recognized as the small department showing the most improvement in participation and percentage givers as a result of the campaign.

Two win participation awards

Top participation awards for the best combined employee participation and percentage giver ratios were won by CIMD and Group Relations and Administration.

Tim Carey, CIMD campaign chairperson, said much of CIMD's contribution improvements were due to the strong United Way participation by employees at Winter Street.



ECSF campaign chairpersons accepted awards Monday for outstanding achievements by their departments. Seated from left are Keith Parrot, IUE Local 901 representative on the ECSF Steering Committee, who presented top participation awards to Tim Carey, CIMD campaign chairperson, and Lois Neloms, group relations and administration campaign chairperson. Standing from left, are Doug Schaefer, IAM Lodge 70 representative on the ECSF Steering Committee. He presented best improvement awards to Mel Smith, Hermetic Motor Operation campaign chairperson, and Pat Harris (right), Components Sales Department campaign chairperson.

"Even though many Winter Street employees are facing change in their own job situations, they continued to show strong support for the United Way," said Carey.

Mearv Ruhl, Specialty Transformer relations specialist, was cited for his communication support during the campaign.

Overall, the United Way campaign efforts produced an 11.5% increase in giving levels.

"The final figures show an excellent campaign result in a time of business change affecting many Fort Wayne GE employees," said **Chuck Welch**, manager of communication and community relations.

He also applauded the cooperation of union leaders in making the campaign a success.

United Way of Allen County Campaign Chairperson, Bill Anthis, told ECSF campaign leaders, that most United Way funding comes from through employee payroll deductions in large companies, such as GE. He said typically 83% of all United Way monies are contributed by individuals.

Anthis said he attended the ECSF meeting to say thank you to Fort Wayne GE employees on behalf of the 26 agencies supported by United Way funds.

"If everyone in the community supports the United Way the way Fort Wayne GE has, we'll make our goal," said Anthis.

Employees reminded S&SP payout changes due Oct. 31

"Changes to affect your January 1985 Savings and Security Program payout must be made by Oct. 31."

That's one of the main points emphasized by **John Peirce**, manager of employee communication, in a recent Brown Bag session for computer operations employees in Building 4-6.

Peirce encouraged employees to study their Distribution Notices and consider changes that might save them tax dollars. He drew their attention to the line labeled "Approximate amount includable in 1985 taxable income."

He said many employees could save taxes on 1985 income by making a change before Oct. 31.

Some employees could see a substantial tax savings by putting part or all of their payout into the Retirement Option Account, for example.

Others might be able to reduce taxable income by:

- Changing their employee contributions from U.S. Savings Bonds to one of the other investments that build "unrecovered investment."
- Registering their U.S. Bonds in the name of a child and naming themselves as beneficiary.





Information about the Savings and Security Program and the Distribution Notices were the topics of a Brown Bag session attended by computer operation employees from Building 4-6 last week. John Peirce (left), manager of employee communication, reminded employees of the Oct. 31 deadline for turning in changes on Part 2 of the Distribution Notices to Personnel Accounting, Building 18-1. Pictured above are some of the employees who attended. They are (from left), Scott Runge, Farley Thornsberry, Wayne Cooper and Gene Edwards.

Continued on Page 3.

'STAR' Program offers awards to sons, daughters

As the 100 winners of the 1984 General Electric Foundation "STAR" Program settle into routines at some 66 colleges and universities across the country, the search has begun for the "STARS" of 1985.

The "STAR" (Student and Teacher Achievement and Recognition) Program was initiated last year by the GE Foundation. It provides awards to high-achieving sons and daughters of GE employees and retirees, and recognizes teachers from the high schools attended by the award winners.

David T. Fischer, son of **Henry E. Fischer**, manager of product engineering for the Specialty Transformer Opertion, was among the first 100 high school seniors chosen in May. David is a freshman at Georgetown University.

No changes have been made this year in any of the provisions of the program. Up to 100 winners will be selected to receive awards of $1,000 each, and an additional $500 will be contributed to each of their high schools. Each winner will select a teacher to suggest the use of the Foundation's contribution to the school.

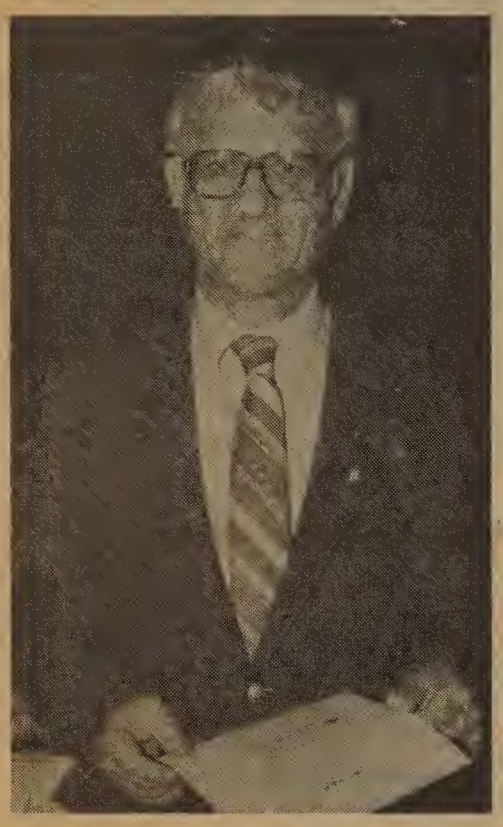
Applicants must be seniors in public, private, or parochial high schools during the current academic year and plan to enroll in a full-time undergraduate course of study at an accredited two- or four-year college, university, post-secondary vocational, or technical school. The "STAR" awards are to be used toward higher-education expenses during the recipient's freshman year.

Dependent children of full-time employees, or children of those who retired directly from GE or its majority-owned domestic affiliates, are eligible to compete in the "STAR" Program. Also eligible are dependent children of full-time employees absent with protected service, as well as children of employees who died while in active service with GE, or after retiring directly from the company.

The Citizens Scholarship Foundation of America, which had the difficult task of selecting the 100 winners from the 1470 outstanding seniors who entered the 1984 competition, will administer the program again this year. The deadline for submitting applications is January 15, 1985. All entrants will be notified by CSFA of the results of the competition on or about April 15.

A brochure which includes an application form and complete details on the "STAR" Program may be obtained from employee relations offices.

Donors make 119% of goal



Bernie Huguenard, Taylor Street, has donated 16 gallons of blood.

GE and its employees were recognized for their support and contributions during the 1983-84 fiscal year by the Allen-Wells Chapter of the American Red Cross at the annual Blood Services Recognition Luncheon Oct. 2.

GE employees gave 752 pints

GE employees were recognized for giving 752 pints of blood, 119% of the goal of 633 pints. **Lois Neloms**, director of the GE Bloodmobile Program, received a certificate honoring GE employees.

Seventy-four area donors reached the 10-gallon or more milestone during the past fiscal year.

Sixteen gallon donor **Bernie Huguenard**, Taylor Street, said, "Giving blood is one thing I can do for people that everyone can't do. It's needed badly in our community. As long as I'm healthy and feel good, I'll continue to give."

The next Bloodmobile is scheduled for Friday, Nov. 9, at Broadway.



Suggestion nets $315

Nate Swenson (left), a borematic operator at Winter Street, received a suggestion award check recently from Joe Miller, manager of the Winter Street industrial motor plant. Swenson received $315 for his suggestion of a new process to refine steel shell frames on the borematic machine. His suggestion results in a shorter process which is also more precise. Swenson said that Ken Hahn, a planner for Group 25 at Winter Street, has helped to implement the process.

Work rules help keep business competitive

Statistics show that the vast majority of Fort Wayne GE employees abide by company work rules, which are necessary to help keep our business competitive, said **Bill McShain**, manager of union relations.

"The rules help protect the rights and interests of employees and the company, as well as help contain business costs. Infractions can add to business costs by such things as requiring the hiring of extra people and adding production and administrative costs."

He said it is important that all employees understand work rules and the penalties that can be expected if violations occur:

Misdemeanors and negligence

The following violations are examples of misdemeanors and negligent acts:

- All unexcused absence and tardiness as stipulated under the Fort Wayne Absenteeism Control Procedure.
- Inefficiency and/or poor workmanship.
- Loafing on the job and similar abuse of company time (including early quits and clock card line-up).
- Use of abusive, obscene and/or threatening language.
- Violation of safety rules, such as failing to wear safety glasses and/or acceptable footwear when and where required.
- Infraction of shop rules, such as operating equipment without authority.
- Leaving one's assigned job or work area without permission of the supervisor, except in an obvious emergency.

In general, verbal warning and progressive written warning notices will be used. Three written warning notices within one year carry the penalty of one week's suspension. Four written warning notices within one year carry the penalty of discharge.

Serious work rule violation

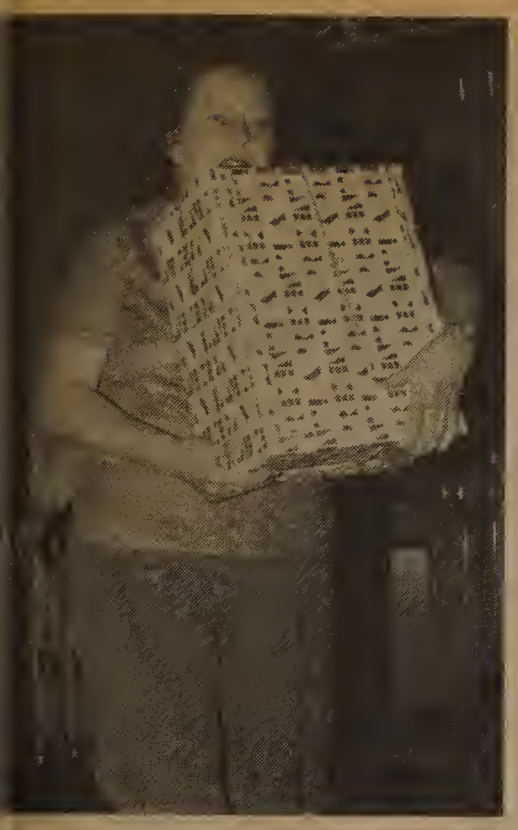
The following are examples of offenses considered to be of a more serious nature:

- Horseplay.
- Flagrant violation of safety rules.
- Gross carelessness resulting in spoiled work or damaged equipment.
- Reporting to work under the influence of liquor or drugs.
- Flagrant loafing or abuse of time, such as sleeping on the job.
- Failure to return from lunch or leaving the plant without permission of one's supervisor.

The first such offense will result in disciplinary action up to and including a written warning notice and time off. The second offense results in a written warning notice and possible discharge.

There are certain offenses that are considered obvious cause for immediate discharge provided the individual's guilt is clearly established. These include, but are not limited to:

- Theft of company or other employees' property.
- Carrying liquor or drugs into the plant, having liquor or drugs in one's possession or consuming liquor or drugs while at work.
- Willful or flagrant destruction of company property.
- Immoral or disorderly behavior on company premises.
- Fighting on company property.
- Willful insubordination, such as refusing to perform a job when directed to do so by the supervisor.
- Possession of weapons on company property.
- Falsification of clock cards or records, including being out of the plant while clocked in or punching the time card of another employee.



Woman of the Year

Martha Musselman, group leader in Building 17-4, was recognized with a present for being named Elex "Woman of the Year" at the GE Midwest Women's Club Convention Oct. 5-7 in Cincinnati. With a delegation of 217 members, Elex kept up its reputation of having the largest group at the annual convention.

S&SP changes

Continued from Page 1.

• Increasing their savings.

Before making such changes, Peirce suggested employees consult their benefits booklets, S&SP Prospectus and, perhaps, a tax expert.

Another point Peirce stressed was that many people may not understand the value of the securities and statements they will receive in January's payout.

He said employees should pay particular attention to the cards that will be mailed with U.S. Savings Bonds from company matching payments. They will contain important tax information and should be retained with the bonds.

The Distribution Notice also tells participants how their securities will be registered, the address to which they will be sent, and their Federal Income Tax withholding election. If employees wish to change any of these items, they should make the changes on Part 2 of the notice and turn it in by Oct. 31 to the Building 18-1 payroll office.

Peirce also explained how the Deferred Pay Account can help employees on their current income taxes and help them save for long-term goals such as a home, education or retirement.

Chamber sees GE as tech leader

Dick Clark, president of the greater Fort Wayne Chamber of Commerce, told members of the GE Elfun Society recently that the community is "thrilled with the recent advances GE has made in technology." He said the community considers GE a leader in technology. Clark also encouraged the GE business leaders to support business growth and jobs through the political process. He spoke about the importance of volunteer community service, and he praised the group for their continuing community support. George Bartling and Paul Deal were recognized by the Elfun Society for their community service in 1984.



Bowlers to help cancer research

Bowlers at the GE Club Lanes can participate in the Bowl-for-Life campaign Nov. 2-10. Money collected will go to the cancer research fund at the St. Jude Children's Research Hospital, Indianapolis.

Participating individual or league bowlers get sponsors to pledge a minimum of one cent for each point scored in three games of bowling.

Sponsor forms can be picked up at the GE Club Lanes.

Adlets

FOR SALE

'70 OLDS CUTLASS SUPREME, V-8, auto, pwr, AM-FM, aft. 3 p.m. 749-8697.

BATTERY CHARGER, Sears, 6-12 volts, new, $12. 745-1630.

BEDROOM SUITE, 3 pc., Mediterranean, all wood, $325. 456-4912.

24" SCHWINN BIKE, boy's; belt exercise machine. 484-2888.

TRIPLE BUNK BEDS & MATTRESSES; 2 steel gates, 3' x 3'. 745-4122.

LINDENWOOD PLOTS, 2, Memorial section. 424-4503.

GE CLOTHES DRYER. $75. 484-7379.

0 GALLON AQUARIUM & ALL ACCESSORIES, $20. 447-6501.

HANDCRAFTED CABBAGE PATCH DOLL w-birth certificate. 493-2241.

GREY WOOL CARPET & PAD, approx. 44 sq. yds. 432-1635.

FIREPLACE INSERT, 50,000 BTU, fire brick liner, $125. 637-3757.

WEST BEND CONSOLE HUMIDIFIER, 3 spd., ex. cond., $50. 747-1315.

ANTIQUE LIGHTENING ROD w-blue glass ball & arrow. 745-4167.

VENTILATING HOOD FOR 30" STOVE, avoc. 447-5438.

GIRL'S WINTER COATS, szs. 7-10; other clothes, cheap. 424-0062.

RUMMAGE, Oct. 20-27, 1130 St. Marys, clothes, old Avon bottles, misc.

SEEBERG JUKE BOX, 80 record selection, $300, aft. 3 p.m. 749-5871.

SNOWBLOWER, Simplicity, 7 HP, elec. start, ex. cond. 447-2280.

SOFA & MATCHING CHAIR, grn floral, nvr used, $250. 745-7481.

DP DYMPAC EXERCISER, w-bench, ex. condition, $150. 749-5515.

COUCH; console stereo; 15 cu. ft. frzr. 1-868-2273.

CONCEPT II FIREPLACE INSERT; kitchen table. 447-2803.

20" BOY'S BICYCLE. 432-8644.

'74 AIRSTREAM, 29', good condition, many extras. 432-6062.

'73 GRANVILLE, all pwr, some rust, runs good. 637-5364.

GREENLAWN LOTS, 2, beautiful location. 485-7160.

THREE BEDROOM HOUSE, SE, Pettit & Reed, new roof & furnace, $32,900. 747-2326.

GIRL'S 26" SCHWINN SUBURBAN BIKE, ex. cond. 456-1795.

WEBER CHARCOAL GRILL w-attach., $12. 627-3105.

LOUNGE CHAIR, bge, clean, good quality. 744-3435.

TOASTER OVEN - bakes, broils, toasts, 6 mos. old, cheap. 484-6769.

WANTED

LIONEL & AMERICAN FLYER TRAINS, any cond. 1-724-8011.

WOODS FOR HUNTING DEER, prefer NE, will share meat. 485-1846.

VW BUG ENGINE 1600, '71-'76. 665-5603.

CHEST FREEZER, good condition, reasonable. 432-1730.

HANDYMAN for minor repairs, carpentry, reasonable, experienced. 747-4066.

MAJESTIC INCENERATOR BURNER, good cond. 424-6826.

HEAVY DUTY WORK BENCH w-dwrs, good cond., any material, reas. 747-0241.

FOUND

UMBRELLA. 749-1816.

GERMAN SHEPHERD-COLLIE DOG, New Haven area, male. 447-2280.

FOR RENT

APT., 3 rooms & bath, up, semi-furn., garage, near College St., one person. 422-5003.

THREE BEDROOM HOUSE, appls., $250/month plus deposit. 447-7086.

SERVICE

BASEMENT REPAIR, concrete/masonary, eves. 446-5643.

CONTINUOUS GUTTER & SIDING, free est. 627-2858.

SWEETCAKES THE MAGIC CLOWN, magic, live animals, more, all ages, new shows 745-1545.

Bowling

Apparatus (10/11/84)

Steve Scherer (255-248-202)	705
(First 700 of the season bowled in the GE Club leagues)	
Kevin Logan (266)	654
Bonney Clawson	226
Karl Hoffacker	221

GE Office (10/8/84)

Tom Schible (247)	602
Steve Scherer	221
Jay Miller	217

Small Motor (10/10/84)

Kirk Baker (218)	604
Jim Witzigreuter	218
Don Gilbert	216
Kevin Logan	212

In memory

Joseph H. Hambrock, 1623 W. State, died Oct. 9. He was an order clerk in Building 31-2 prior to retiring in 1968.



Bright Stik

Anywhere you need a light, stick a Bright Stik.

A complete 25-inch fluorescent lighting unit that uses only 33 watts.

$12.98
1.00 Mail In Rebate
$11.98

AT YOUR EMPLOYEE STORE
1030 Swinney Ave.
10-5:30 M-F

GE Clock/Timer Drip Coffeemaker



Automatically starts brewing 2-10 cups...at time you select. Compact counter design.

$26.99
- 7.00 Mail-In Rebate
$19.99

DCM

BREWS COFFEE WHILE YOU SLEEP!

***ADLETS**
GE NEWS BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:
☐ For Sale • ☐ Ride Wanted
☐ Wanted ☐ Riders Wanted
☐ For Rent • ☐ Lost
☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form **by noon Friday** for publication Thursday. You may submit only one adlet per issue of the **GE News. No more than 40 letters per Adlet, please.** Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg _____

The item(s) referred to in this ad are in no way connected with any business venture

_____
Signature

Some say it's easy, some say it's hard

Employees show smoking habit can be controlled

Some Fort Wayne GE employees who have beat the smoking habit claim it's easy.

Caheen Murphy, a supervisor in Building 4-2, stopped smoking two years ago. He had tried to quit smoking several times before. But when the cigarette price rose in 1982, he decided he was wasting too much money.

"My wife and I decided to stop smoking for our New Year's resolution. We put our cigarettes in the refrigerator where they sat for a year," said Caheen.

Since he has stopped smoking, Caheen said he feels 100% better.

"I rest a lot better at nights, and food tastes better to me," said Caheen.

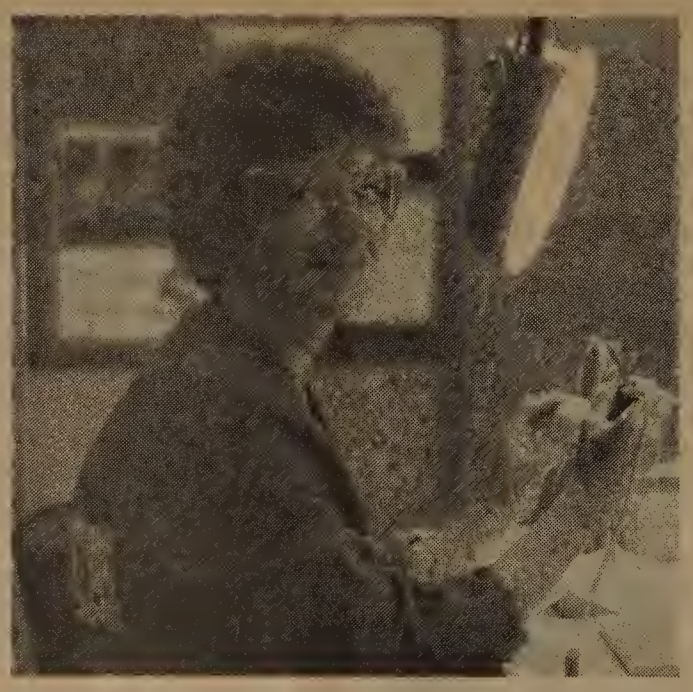
He said he didn't pay much attention to the medical warnings on the packages. "I always thought that you have to die because of something, and it may as well be cigarettes. But I don't think that way anymore," said Caheen.

"I'm more productive at my job since I don't smoke. The time I spent lighting that cigarette or smoking something, I do something else. When a problem comes up, instead of reaching for a cigarette, I reach for a pen and do something about the problem," said Caheen.

"Anybody can stop smoking if they want to. It's something you don't have to do," said Caheen.



Caheen Murphy, Building 4-2, stopped smoking two years ago.



Diane Freimuth cut her smoking in half since she began her job at the Aircraft Engine Electronic Controls Department at Taylor Street.

Smokes half as much

For about the last 19 years, **Diane Freimuth** smoked a pack of cigarettes a day, some while working at Section 14, Taylor Street.

She is still smoking now, but only about half as much. She is part of the first group of assembler-solderers in the Aircraft Engine Electronic Controls Department (ECD) at Taylor Street.

"We can't smoke, eat or drink on our jobs because the parts we work with could get contaminated," said Diane.

But she doesn't mind. "I thought not smoking would bother me, but it doesn't. I love my new job. I can and do have a cigarette at break and at home. I don't think about smoking much, really," she said.

"I don't get nervous or jittery like they say you do. It's all in your head. Smoking is not a necessity," said Diane.

'When a problem comes up, instead of reaching for a cigarette, I reach for a pen and do something about the problem.'

'When you smoke you're paying a dollar a pack to kill yourself.'

For his 37th birthday, **Jerry Houser**, plant protection officer at Taylor Street, gave himself a present. He quit smoking.

"I had quit smoking about six years ago, but I had started up again. I began by relaxing with cigars, and then it was back to cigarettes again," he explained.

Near his Feb. 19 birthday, Jerry started noticing he didn't feel good. "When I got up in the mornings, I coughed and was short of breath.

"The price of cigarettes went up about then, too," he explained. "When you smoke you're paying a dollar a pack to kill yourself.

"I remembered the first time I quit smoking I paid the price of gaining weight. But this time, I figured I would do something about it. I could feel the difference from not smoking on the second or third day. Whenever I thought about a cigarette, I would do something physical."

Because of a regular exercise program, Jerry says he feels good. He also has lost about 20 pounds.

But quitting was not easy for Jerry.

"Everybody who smokes wants to quit. There's enough publicity. Smokers know it's a health hazard."



Jerry Houser, plant protection officer, said every smoker wants to quit. His second attempt to quit smoking has been successful. He said smokers choose to ignore the warnings of health hazards from smoking.

Workshop planned to help smokers quit

"Most smokers have tried to quit," said **Dr. Jim Chase**, medical director for the Motor Business Group. "Most people know there is no doubt anymore about the link between smoking and lung cancer. But many people still choose to ignore the warning."

To help Fort Wayne GE employees who want to break the smoking habit, a special program will be offered in January.

The workshop will consist of four two-hour sessions aimed at four goals:

- Understanding the cultural factors involved with smoking.
- Separating smoking facts from fiction.
- Using a support system.
- Choosing a plan to not smoke.

"The main goal of the workshop, of course, is to offer help to our employees who want to stop smoking," said Chase. "The group workshop is a smart way to stop smoking. It's also more fun than quitting all by yourself."

The stop-smoking workshop will be conducted by Kathy Schrock and Roxsandra Clemmons, consultation and education specialists for Park Center.

Chase said the program takes "the best from the successful stop-smoking programs available.

"Smoking is a habit, and changing behavior is not easy to do. This workshop gives the employee the benefits of lots of studies and group support to quit smoking," explained Chase.

"We recognize there is no easy cure to stop smoking. This workshop stresses the need to understand one's habit in order to conquer it," said Schrock.

"Many people still believe smoking myths like smoking a low tar cigarette is OK or quitting won't help if you've been smoking for years," added Schrock.

"Increasing the number of nonsmoking employees is also good for a business," said Schrock. She said studies show the absenteeism rate among smokers can be as much as 85% higher than the rate for nonsmokers.

"As much as 25% of the work day may be lost to the smoking ritual. And, the overall mortality rate for adults is 70% greater for smokers than nonsmokers," she added.

"We work with the employees individually. We will help them chart their smoking patterns and write a smoking plan," said Schrock.

"We work to help people get control of their habit instead of having their habit control them."

General Electric News

OCTOBER 26, 1984 FORT WAYNE, INDIANA VOLUME 66, NO. 41

GE sign of pride part of Fort Wayne's night time lights.

Story on Page 4.

MBG results below company average

The return on sales in the first three quarters of 1984 for the Motor Business Group was well below the company average of 8 cents on each dollar of sales, said **Bob Harvey**, manager of financial planning and marketing analysis.

While sales and earnings continued relatively strong in consumer motor markets, the commercial and industrial side of the business remained relatively weak, he added.

Bill Corry, senior specialist in market research for the Component Motor Marketing Division, said the growth rates in major motor markets slowed substantially in the third quarter.

"With the third quarter just behind us, there is little doubt that the economy is cooling down.

"The GNP has slowed to a 2.7% growth in the third quarter. It had grown at a rate of 10.1% in the first quarter and 7.1% in the second quarter," explained Corry.

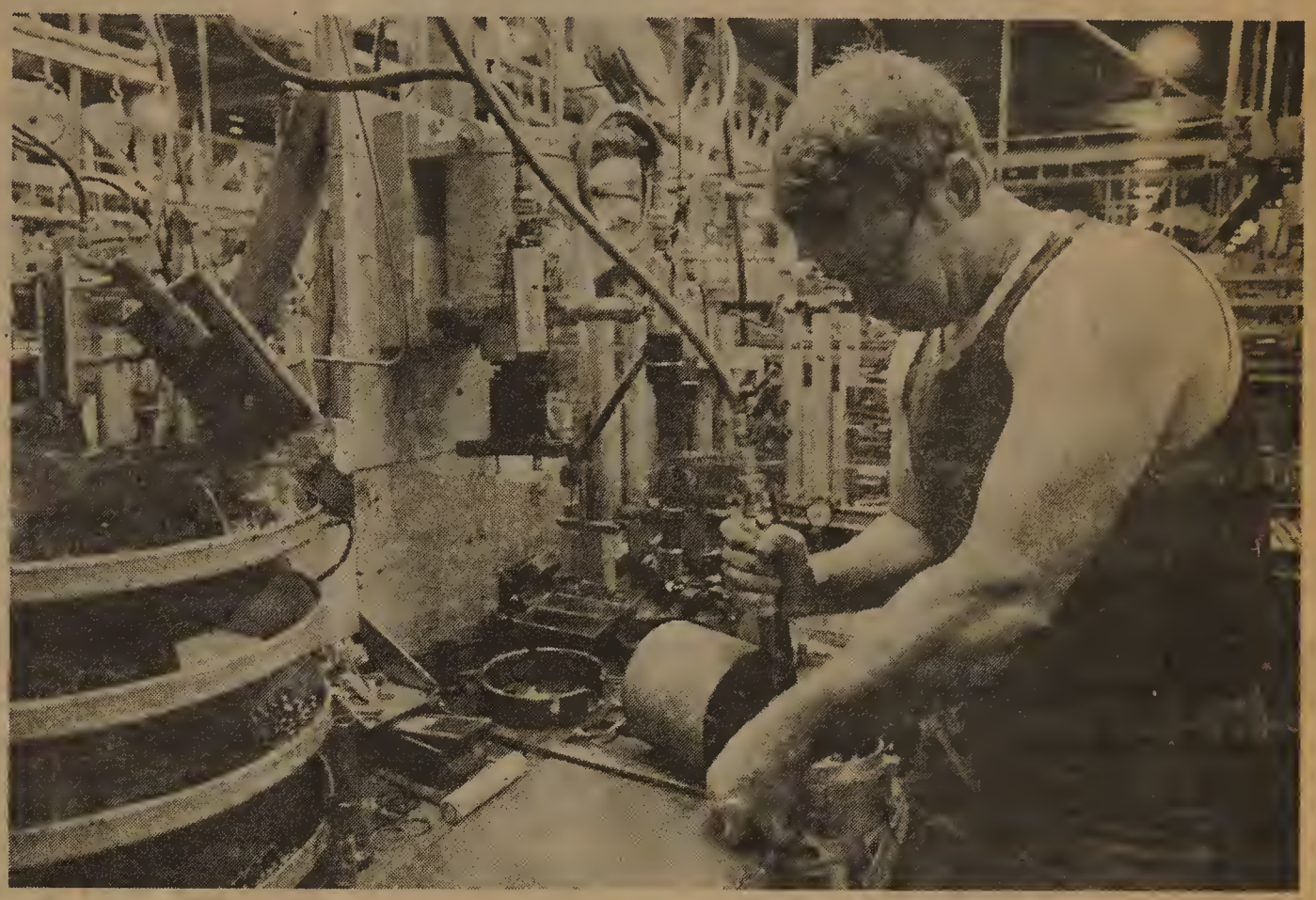
Economic indicators closely tied to the Motor Business Group, such as air conditioner and appliance factory production, have shown similar slowdowns in the rate of growth.

"Appliance production was growing at a 28% rate in the first quarter, but it slowed to an 8% rate in the third quarter," said Corry. He said room and central air production were growing at 57% in the first quarter but slowed to 27% last quarter.

"Business fixed investment, a key indicator for local motor operations, has exhibited a similar decline in growth rates but is expected to remain positive through 1985," added Corry.

He said that while third quarter growth in the U.S. economy was relatively modest, there are some encouraging signs that the growth may pick up slightly. Housing starts, personal income and consumer spending increased in September. Business inventories, although on the increase, remain low in comparison with their historic levels, and inflation has remained under control. Interest rates are falling, and the index of leading economic indicators increased in August after falling in June and July.

Corry said the University of Michigan Survey of Consumer Attitudes provided encouraging news that households still believe it is a good time to buy. Equally significant are the results of the government's capital spending survey that indicates businesses will increase their outlay for capital equipment.



Rick Bush, Taylor Street, assembles a 40-frame motor to be used in a gasoline pump. The commercial and industrial side of the motor business remained relatively weak in the third quarter.

STO sales in third quarter slightly stronger

Third quarter results for the Specialty Transformer Operation showed sales were slightly stronger than last year's third quarter, according to **George Bartling**, financial manager. "But the slight upturn is by no means the kind of improvement we had hoped for," he added.

Sales to distributor markets were strong, but original equipment manufacturer (OEM) and user market sales were disappointing, said Bartling.

"The export business was way off. This is largely because of the extremely strong dollar, which tends to make our American-made transformers noncompetitive from a price standpoint. Our export customers purchase German and other foreign competitors' products under these circumstances.

"Relatively high interest rates have held back the growth in OEM markets. People are cautious about committing themselves to a long-term investment," explained Bartling.

As a result of the current market conditions, however, STO has maintained a stable employment level during the third quarter. "I don't think we have varied over 10 employees during this period," said Bartling.

He credits STO's employment stability with producing the "excellent factory efficiency performance" in the third quarter.

"Communication to and among our employees was outstanding and led to a smooth-running quarter," said Bartling. "We have seen better planning, and improved communication as to what is required for each order," explained Bartling.

"We have been able to shorten cycle times, and we have had less time lost to training. This condition has been a welcome improvement over prior years and has contributed to improved product quality and reduced scrap losses."

The "exceptionally good start" after STO's two-week vacation Shutdown also helped STO's productivity. "The usual maintenance projects, such as refurbishing the annealing oven, were done on time. New equipment was installed, and problems were solved on some equipment that could only be done when the equipment was out of production for an extended period."

The outlook for the rest of 1984 is "continued modest improvement over last year at this time," according to Bartling. "The sales direction is up, but not with a big increase. We should see continuing strength in distributor markets and a bit of a turnaround in the larger units for the project construction market."

Bartling said in the fourth quarter employees will continue to work hard on controlling inventories. "We have improved inventory turnover this year. This is important because with continued high interest rates, it is very expensive to carry high levels of inventory."



Phyllis Beck, Barbara Shields and Isabel Alvarez, all from Building 26-1, are shown assembling machine tool transformers.

Iris Maxton joins 36.4% of employees in DPA



Iris Maxton, Building 4-4.

Although she's far from a rookie in the Savings and Security Program, **Iris Maxton**, a coil injector in Building 4-4, discovered some new money-saving ideas when she attended an S&SP Brown Bag session last week.

Iris has over 40 years of service and has participated in the Savings and Security Program since its start.

As a result of the session, Iris increased her percentage in S&SP to the maximum of 17%. "I had been saving 10%, and the extra 7% will make a difference when I retire," she said.

She also enrolled in the Deferred Pay Account which will allow her to defer taxes on 7% of her current income until she retires. She already knows she wants to use the provision for 10-year income averaging to reduce her taxes. So she will reduce her tax burden now and reduce it later when her S&SP account is paid out to her.

"I signed up for DPA because I am thinking for the future," she said.

"S&SP" is a good way to save money. When you try to save money on your own, it's harder to do than if it is taken out for you and you earn interest on it," she said.

At age 58 Iris plans to retire in a couple of years, and she wants to be financially prepared to do the things she has never had the time to do.

"I want to travel, take courses and read the books I never had the chance to read," she explained.

"I'm looking at age 60. I've been here a long time. It's about time to let somebody else work," she said of her retirement plans.

As of Sept. 30, three out of four Fort Wayne GE employees were participating in S&SP.

About 52% of exempt employees are taking advantage of the tax reductions provided by DPA. Forty-seven percent of nonexempt employees are in DPA and 28% of hourly employees. All totalled, 36.4% of Fort Wayne GE employees are in DPA.

Cost controls, reinvestment in GE 3Q results cited

"We are approaching the end of the second year of a recovery, driven initially by consumer durables and housing markets but lately shifting more to a capital spending impetus," said GE Chairman Jack Welch in reporting General Electric's third quarter financial results early in October.

"GE's own incoming orders rates are tending to reflect these trends," he added in commenting on the economic outlook. "As we move into the third year of the recovery, most forecasters, including our own, expect the usual slowdown but there is also optimism that inflationary excesses will not return."

Sales of General Electric in the third quarter of 1984 were $6.72 billion, Welch reported. This compared with the $6.55 billion reported for the 1983 quarter.

GE earnings in the third quarter were $564 million compared with $499 million for the third quarter of 1983.

Sales in the first nine months of 1984 were $19.97 billion. Sales for the same period in 1983 were $19.37 billion.

Earnings in the first nine months were $1.628 billion. This compared with $1.445 billion for the first three quarters of 1983. The rate of profit for the first nine months of 1984 was just over 8 cents on each sales dollar.

Adjusting for the disposition of Utah International and the Housewares business earlier in 1984, sales were up 10% in the third quarter and 8% for the first nine months compared with the same periods last year.

Welch comments

Commenting on the results, Welch said: "Continuing solid improvements in earnings, coming on top of last year's strong performance, reflect tight cost controls, substantial reinvestment for productivity and future development, and economic growth.

"Operating margin at 10.3% of sales was up from last year's 9.9% third quarter rate. Much improved earnings were achieved by Aerospace and Aircraft Engine, reflecting strong defense markets, and by Lighting, where commercial and industrial markets remain strong.

"Other major positive earnings contributions were made by General Electric Financial Services, which is benefitting from improved yields and higher earning asset levels, and Major Appliance and Plastics which are still experiencing strength in contract and consumer markets, respectively.

"Offshore, export sales for the quarter were about 8% less than a year ago, and Latin American markets remain very weak."

GE affiliate established in China

HONG KONG — A new GE affiliate has been established to serve as the focal point of all GE business activities with the People's Republic of China. General Electric (USA) China Company Limited is headquartered in Hong Kong and has other offices in Beijing and Shanghai.

Dick Abington is president and chief executive officer of this affiliate. He was most recently general manager of the Wire & Cable Business Department in Bridgeport. Abington is responsible for the overall integration and management of GE's business development program and operations in the People's Republic.

GE current is supplying a broad range of products and services to China. Recent transactions include the sale of 220 diesel-electric locomotives and orders for commercial-aircraft and helicopter engines, medical diagnostic equipment, plastics, cables, drive systems, and gas turbines.

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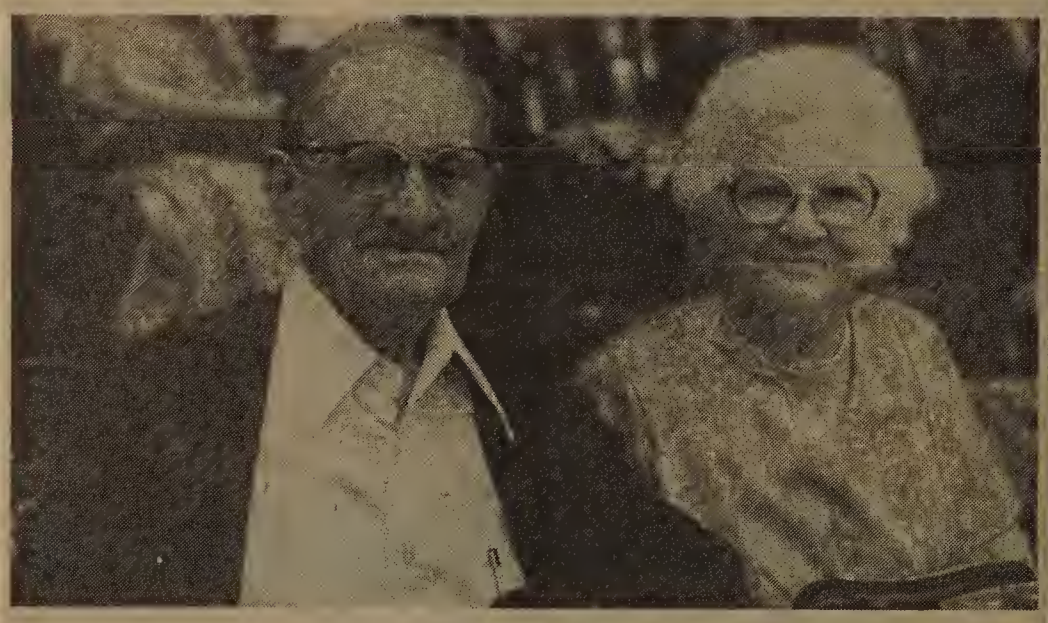
Vacation banking forms due Nov. 30

Employees who have more than three weeks of vacation for 1985 may elect to bank vacation days in excess of three weeks. Eligible employees will receive a notice by Nov. 1.

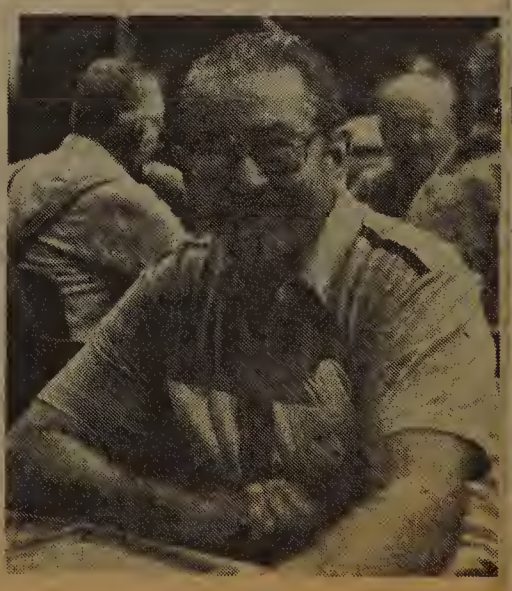
Those who want to bank vacation days should return their forms to Personnel Accounting, Building 18-1, by Nov. 30, 1984.

Employees will be notified by Personnel Accounting that their form was received.

This Savings & Security Program provision may be of particular interest to employees who plan to retire in 1985. More information is available in employee relations offices.



Pensioners have first potluck



Fred and Mildred Crickmore (above) have been coming to GE Club Pensioner Potlucks for 25 years. They were among the nearly 300 pensioners who attended the first potluck of the season. Fred also recently celebrated his 90th birthday. Rex Mericle (right), who retired in 1984 after 42 years, most of them as the Fort Wayne GE photographer, finally got caught on the other side of the lens. Other pensioner potlucks will be on Dec. 4, March 12 and May 14.

Parking lot change in December

As part of an ongoing effort to reduce costs and better use existing facilities, GE will no longer continue to lease the East Fairfield parking lot. The change will become effective in December.

"For some years, GE has leased property from the railroad for employee parking. This has involved a leasing cost and a maintenance cost," said **Dick Huhn**, manager of Area Services.

"We have excess parking capacity in GE-owned lots. There's no reason to continue leasing property when the property we own will provide ample parking for employees."

The Lindley Street parking lots will accommodate employee parking changes.

Campers have season's last outing

Twenty-three GE Club campers attended the last camp-out of the season at the Dew Drop Inn near Churubusco Oct. 12 through 14.

Activities for the October outing included a dinner, craft work, vacation pictures and games. They held a business meeting to arrange the November banquet.

To elect officers in November

At the November meeting, they will elect 1985 officers and make plans for the next season's outings and events.

GE Club Basketball League meeting slated Oct. 30

GE Club Basketball League Manager **Carl Clancy** will conduct an organizational meeting Tuesday, Oct. 30 at 6:30 p.m. The meeting will be in the GE Club Trophy Room.

Anyone interested in forming a team or joining the league should contact Clancy on Ext. 3485.

STO-sponsored JA company to sell battery cables

Representatives from Autojump, a Junior Achievement Company sponsored by the Specialty Transformer Operation, will be at the General Electric Employees' Federal Credit Union, 1021 Swinney Ave., today and Friday to sell their product.

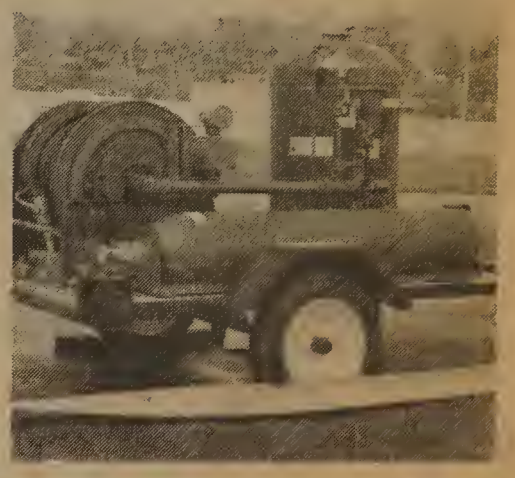
They will be selling 12-foot battery cables Autojump members have produced. The price is $16. Orders will also be taken.



About 250 Fort Wayne GE volunteer firefighters attended fire school Oct. 9-11. "You can't get enough experience fighting fires," said Dave Osborne, plant protection supervisor. Five plant protection officers helped to instruct the classes.

Fire school

This 450-pound fire extinguisher has been re-mounted for greater accessability, said Dave Walt, plant protection supervisor. Now the extinguisher can be pulled by a truck, a tractor, or forklift. It can also be pushed by hand and transported on an elevator. The volunteer firefighters used this and other current fire fighting methods at the fire school.



Adlets

FOR SALE

MAN'S LONDON FOG TOPCOAT, 42R, $40; winter jacket, $5; lady's tan coat, sz. 12, $10. 456-5972.

'76 CAMARO LT, V-8, auto, air, AM-FM, $3,000, aft. 4 p.m. 486-4693.

RECLINER, $50; 62" shop lt, $5; 9 plug elec. strip, $5; clothes tree, $5. 484-5825.

TAPPAN GAS RANGE, almost new, aft. 6 p.m. 747-6265.

SOFA & CHAIR, rattan w-tan-blue cushions, almost new. 486-2111.

BOY'S SUITS, 3 pc., szs. 10H & 14; shirts, cowboy boots. 489-3998.

KITCHEN CABINETS w-built-in appliances. 627-2015.

'69 VW, new tires & battery, reasonable. 484-4515.

10 SPEED BOY'S BIKE. 432-2962.

COCKER SPANIELS, 2 males, buff, have all shots. 447-1939.

SINGER CONSOLE, special stitches, ex. cond. 485-7160.

FIREPLACE INSERT, used one season; GE 30" range, self-clng, avoc. 632-4329.

GE CB RADIO, 40 ch. w-antenna, $25. 486-3751.

LOWREY ORGAN w-cass., rhythm, Leslie, ex. cond., 1 yr. warranty. 483-4301.

SANTA CLAUS SUIT, red corduroy, $10. 456-1568.

CHRISTMAS TREE, 6', w-5 strands wht lights & ornaments. 747-6997.

BASEMENT OIL FURNACE, 90,000 BTU. 1-517-369-9810.

KITCHEN SINK & FAUCET, gold, good cond., $10. 485-2520.

LADY'S WINTER COAT, sz. 14, bge, wool & cashmere, ex. cond., $25. 422-7878.

30" GAS STOVE; twin bed, almost new. 483-2709.

SINGER SEWING MACHINE, prtbl w-solid walnut sewing cabinet. 456-1351.

CRYPTS. Covington Memorial Gardens, 2, reasonable. 747-0846.

HANDMADE ASSORTED LATCH HOOK RUGS. 357-5391.

'70 OLDS CUTLASS, V-8, auto, pwr, air, AM-FM, aft. 3 p.m. 749-8697.

WANTED

LIONEL & AMERICAN FLYER TRAINS, any cond. 1-724-8011.

AEROSOUND TO-350 TRANSFORMER, aft. 5 p.m. 1-724-9506.

ELECTRIC STOVE, wht, self-clng, will trade stoves. 485-2520.

BABY SWING, port-a-crib, walker, play pen. 432-7490.

BROWNIE UNIFORMS, sz. 8, aft. 6 p.m. 623-3353.

FOR RENT

SMALL APT. NEAR ST. FRANCIS, ref., range, drapes. 426-7861.

ONE BDRM APT, $190/mo.; one bdrm house, $50/wk, both close to GE. 449-0383.

SERVICE

SWEETCAKES THE MAGIC CLOWN — live animals, magic, more, all ages, new shows, fun. 745-1545.

BASEMENT REPAIR, concrete/masonry. 446-5643.

FREE

SHI-TZU, 3 yrs. old, male, blk, AKC registered. 747-5111.

KITTENS, male, blk, aft. 5 p.m. 447-6445.

Bowling

GE Office 10/15			
Jim Weiks, Jr. (257-237-185)	679	Steve Scherer	212
Barry Confer (226-211-174)	611	Bob Stout	211
Dave Peek (201-217-182)	600	**Small Motor 10-17**	
Don Hitzeman	224	Kevin Logan (192-248-218)	658
Wayne McClure	223	Jim Plemens	238
Dick Wells	216	John Carpenter	234
Al Kunce	215	Will Doehrman	217
		Mel Guillaume	215
		Jim O'Bryan	215

In memory

Celesta M. Guenther, 2217 Hensch, died Oct. 14. She was an assembler in Building 26-1 prior to retiring in 1971.

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GE NEWS BLDG. 18-3
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INDICATE TYPE OF AD HERE:

☐ For Sale* ☐ Ride Wanted
☐ Wanted ☐ Riders Wanted
☐ For Rent* ☐ Lost
☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form **by noon Friday** for publication Thursday. You may submit only one adlet per issue of the **GE News. No more than 40 letters per Adlet, please.** Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture

_____
Signature

Hermetic motor employees work as team through transfer

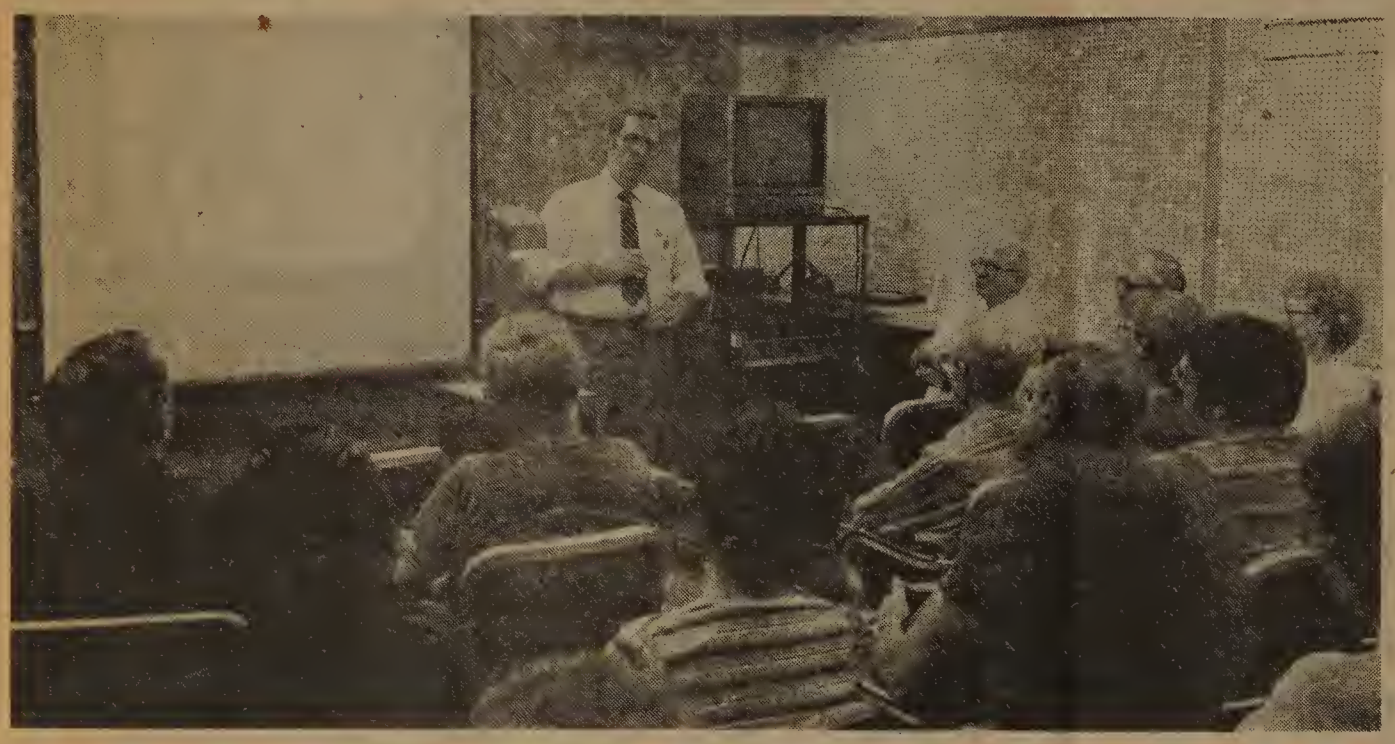
Ray Watkins, manager of the Fort Wayne hermetic motor operation, conducted meetings with all hermetic motor employees last week to discuss final product transfer plans.

Watkins complimented employees on their unified and outstanding performance at a time when employees are facing job changes because of the production transfer to Scottsville, Ky.

One example of their group effort, he said, was winning the Traveling Trophy for United Way contributions for the ninth time in the last 14 years. The trophy is given annually to the department with the highest per capita giving level across all employee groups.

He also praised employees for working together to achieve over 2 million person hours without an accident.

Such cooperation is also going to be needed to complete the final product transfer plans, said Watkins, because only a limited number of stator and rotor parts will be shipped to Scottsville. "Our goal is to produce only complete hermetic stators and rotors in Building 17.



Hermetic motor operation employees heard Manager Ray Watkins explain the final product transfer plans. Watkins stressed the need for employees to continue to work together. Pictured are Watkins and employees from Building 17-3 and 17-4.

Need to work together

"We will especially need to work together now. The work each of us does will directly impact others," explained Watkins. "We'll continue doing our normal jobs."

He said the Scottsville plant is ready to start supplying 40-frame hermetic motors to customers by the end of November. He explained in detail the stages of the transfer schedule.

Employees in the mechanical area will be affected first. They will receive layoff notices this week. By early November, all employees will receive layoff notices. Most employees will be released by Nov. 21.

He said employees who are needed to do finishing work during the last week of November will be notified according to need.

Watkins said every effort will be made to make a smooth transition for the 170 hourly and 28 salaried hermetic motor employees.

Fort Wayne landmark: GE symbol of pride

It's a symbol of pride for GE employees. It's been a Fort Wayne landmark as long as most people can remember.

The GE monogram, illuminated by 894 25-watt bulbs from dusk to 2 a.m., stands about 90 by 150 feet atop Building 4.

"The GE sign and I are old friends," said **Dick Huhn**, manager of Area Services, which is responsible for the upkeep of the sign. The biggest maintenance project involving the sign is the replacement of light bulbs in the bulbs in the spring and the fall.

"The sign has been maintained and lit except for the two or three years during the energy crunch," said Huhn.

Neighbors missed sign

During those years, said Huhn, "Business people and GE neighbors called up and said they missed seeing the sign."

The lights on the sign were turned on again for Christmas 1977 after Area Services electricians made it more energy-efficient by using a light-sensitive control and different bulbs.

"We're one of the larger industries in Fort Wayne, and the sign is a reminder of it," said Huhn.

Don Hover, Area Services electrician, has been maintaining the sign for 42 years. "Replacing the bulbs in the summertime is a good job, but it gets awfully cold up there in the winter."

Patients count bulbs

Hower said neighborhood residents, usually patients at St. Joe Hospital, often call to report how many bulbs need to be replaced.

"The sign is a historical part of the Fort Wayne skyline," said Hower. He remembers seeing the big sign when he was about 6 years old, selling box lunches to employees in Building 19.

"I still look at the sign every time I drive by," said Hower, now 62.

Jerry Benson is another Area Services electrician who helps change bulbs on the sign. He said climbing the sign doesn't usually bother him. "But when you're on the north-end catwalk and you look down and there's nothing below you except the railroad track, it gives you a funny feeling in your stomach."

"I think the sign symbolizes the pride GE employees have in their job," said Huhn. "The sign is a visible one that GE is alive and well in Fort Wayne."



Don Hower (top) and Jerry Benson, area services electricians, climb to the top of the GE sign at least twice each year to replace bulbs. Hower is responsible for programming the lights to spell out G-E-N-E-R-A-L-E-L-E-C-T-R-I-C.

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NON-CIRCULATING
NOV 15 1984

General Electric News

NOVEMBER 1, 1984 — FORT WAYNE, INDIANA — VOLUME 66, NO. 42

Dollar's strength shrinks GE motor exports

In 1980 GE was selling hermetic motors to a large customer in France. To meet foreign competition, the price was quoted in francs. The motor sold for about 43 francs, the equivalent of $10 per motor.

Today the same customer must pay about 94 francs — more than double the cost — for the same motor, even if the price in U.S. dollars remains unchanged. The reason for the price increase seen by foreign customers is the strength of the U.S. dollar.

The effect is higher prices

"The irony is that our foreign customers see higher prices in their currency even if we don't raise our prices," said **Neil Maller**, manager of business development for Europe and the Middle East. "The same principle affects us in reverse. If we hold our price constant in foreign currency to meet competition, then we actually receive only half the dollars we received before."

Maller said the example of the French customer is typical of GE sales to foreign customers.

"The high value of the dollar has put a tremendous amount of pressure on our ability to compete in foreign markets," said **Dick Kirk**, manager of international marketing. He added that profitability of GE motor exports also has dropped "because we've had to adjust our prices to stay competitive in the face of the exchange rate situation."

Export sales have dropped

Kirk, Maller and **Frank Pardue**, manager of business development for the Far East, are located in Building 18-3.

They have seen the dollar value dramatically rise in the last four years, and export sales of GE motors have dropped as a result.

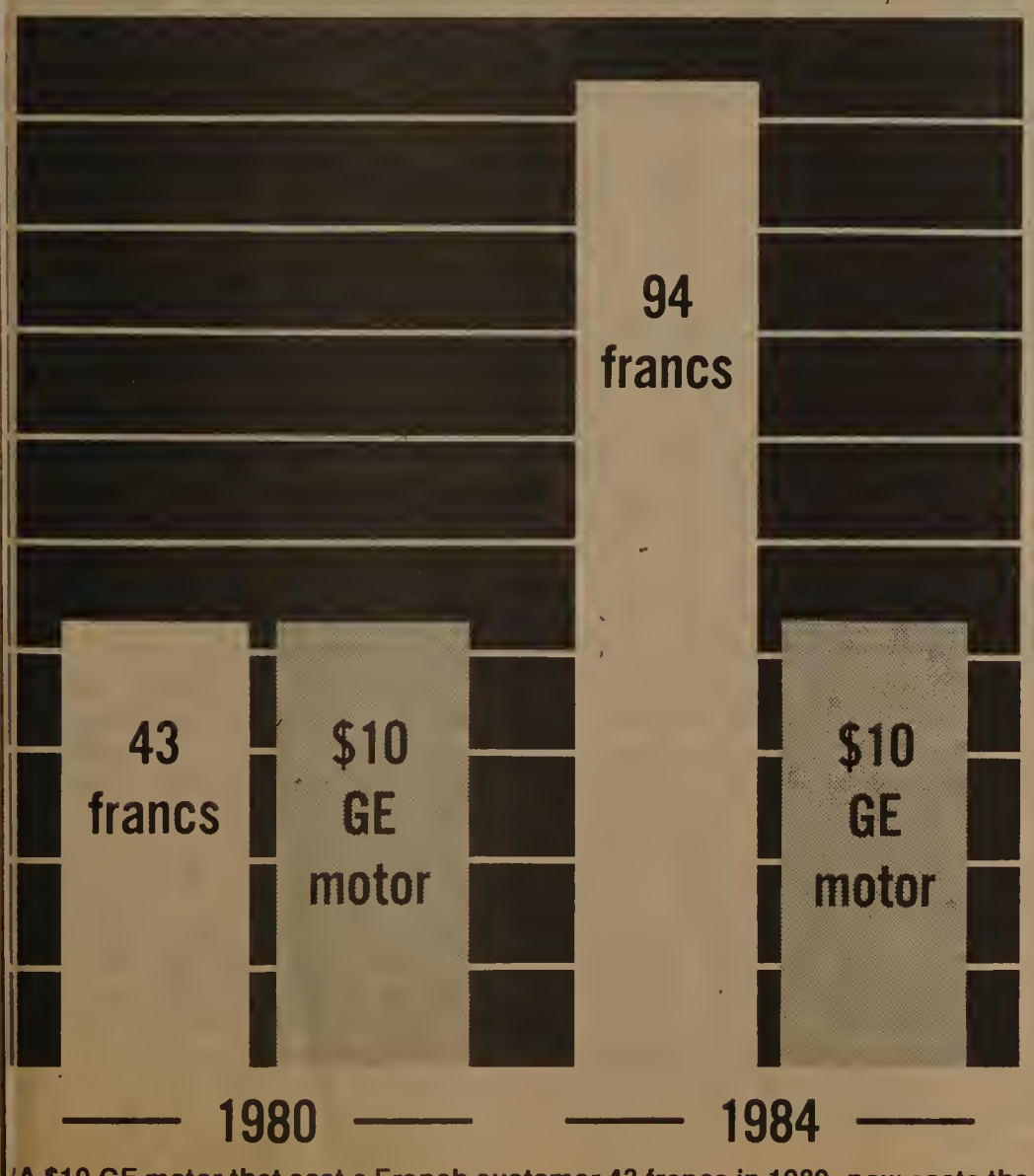
"The exchange rate factor is the major factor in international sales of GE motors," said Maller. He said export sales of GE motors traditionally comprise 3-5% of total motor sales. But the high dollar value has caused the market to hit the low end of the average — about 3%. "Our international sales rate is not growing as it used to," said Maller.

"The current exchange rates have discouraged sales in our foreign markets," said Pardue.

Records have recently been set with the decline in value of the English pound, Canadian and Australian dollars and the Swiss franc against the American dollar.



Neil Maller (left) and Frank Pardue, Building 18-3, are part of the seven-person international sales marketing team. International sales have suffered because of the strength of the U.S. dollar. Sales to foreign customers account for about 3% of total sales for the Motor Business Group.



A $10 GE motor that cost a French customer 43 francs in 1980, now costs the customer 94 francs.

"The inflated dollar currency also causes the reverse effect. Foreign motors are less expensive to our domestic customers," said Pardue. That makes for tough competition from imports entering the U.S.

For example, a Korean manufacturer makes a 51 frame motor, which Pardue said has sold well in the U.S. because the price is "cheap."

Another effect of the currency rate exchange is in the machine tool market, which is a major market for GE. "Those in the machine tool industry are buying German and Japanese equipment at attractive prices right now," said Pardue.

When customers lose, GE loses

"When our equipment customers lose business to foreign customers, so do we. Usually U.S. machine tools are equipped with U.S. motors, Japanese machine tools with Japanese motors, and German machine tools with German motors," explained Maller.

Air conditioning markets also have been hard hit.

"The United States used to be the world leader in room air conditioner markets, but in 1982, we were overtaken by the Japanese," said Pardue. "That means there are a million fewer U.S.-made motors being sold outside the U.S."

Sales force travels extensively

Kirk, Maller and Pardue travel extensively to sell GE motors worldwide. Maller will leave soon for his third international sales trip in 1984. He will return to Saudi Arabia where, he said, "Not surprisingly, air conditioning motors are the biggest sellers." He will also make sales calls in Egypt and "everywhere in Europe."

Pardue will be going on his third trip to the Far East soon. His stops will include Japan and New Zealand.

GE motors are also sold internationally by a salesforce of people located in most large countries.

Latin America biggest export market

Latin American customers are the biggest foreign customers of GE motors. They are followed by Europe, Canada, the Middle East and then the Far East.

Holly Fuhr, Building 4-6, and **John Libbey**, Taylor Street, also are specialists in international marketing. Fuhr specializes in air moving motors, and Libbey specializes in commercial and industrial motors.

Jack Essenburg and Ray Farashahi are international specialists located in Holland, Mich.

'The high value of the dollar has put a tremendous amount of pressure on our ability to compete in foreign markets.'

220 attend Pre-Retirement Seminars so far

Retirement is a time to do your own thing.

"Studies show people who enjoy retirement the most are those who have planned them," said **Barbara Bugg**, pre-retirement planning program director for GE in Fort Wayne.

About 220 Fort Wayne GE employees have already begun to plan their retirements by attending Pre-Retirement Seminars conducted by Bugg. She has conducted a total of 14 seminars.

For employees over 55

Any Fort Wayne GE employee age 55 or over can call Bugg on Ext. 3663 to reserve a spot in an upcoming seminar. "We want to encourage people who have put off attending a session to do it now," she said.

All employees age 55 or older will have received an invitation to attend a seminar by the end of 1984.

Each group meets all day on two Saturdays at area hotels. All costs for the seminars are paid by General Electric, and participation is voluntary.

"We do not encourage employees to retire. We help them plan to retire," explained Bugg.

Session topics include the personal assessment of retirement needs, income sources, taxes, estate planning and personal planning of leisure time.

"The younger that people are when they attend the seminar, the better off they can be when they retire," said Bugg. "When they see how they can use GE benefits to their advantage, they realize they can make adjustments to increase their savings so they can build a sizeable nest egg for retirement."

A Social Security representative attends each seminar to make a presentation and answer questions about Social Security benefits.

"The participants receive lots of information on several topics," said Bugg. "We encourage them to bring a spouse or a close friend or relative with whom they share their financial business. More and more of our attendees are also bringing tape recorders."

The seminars also offer something the participants can't get anywhere else — a chance to plan for retirement from GE with others who are facing the same thing, said Bugg. An important part of the seminar is discovering they are not the only person with concerns and questions about retirement.

"We want our employees to have happy retirements. The opportunities are there. The smart ones will take advantage of them."



Participants at the Pre-Retirement Seminars receive lots of information to help them plan for retirement. Here Coordinator Barbara Bugg distributes tax helps to Taylor Street employee Chuck Weinhold and his wife Ann. Also pictured is Bill Abel, Building 4-6.



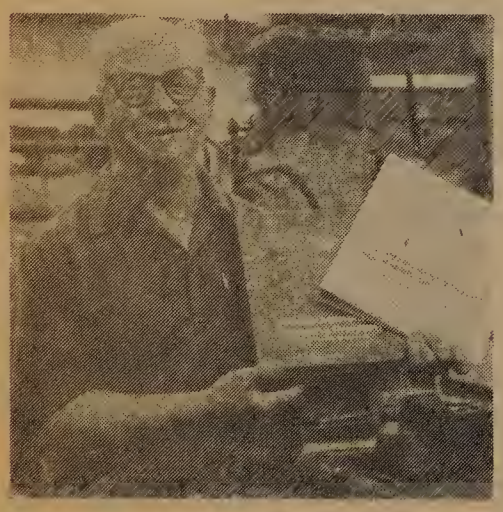
Barbara Bugg emphasizes planning for retirement at the Pre-Retirement Seminars. Employees age 55 and over are encouraged to call Bugg, Ext. 3663, to sign up for a seminar.

New group sessions give specific pension information

Most of the employees who plan to retire Jan. 1 have attended new group sessions conducted by **Sharon Harter**, benefits specialist. The purpose of the sessions is to explain specific benefits to retirees who have decided to retire soon.

They are designed to work together with the Pre-Retirement Seminars conducted by **Barbara Bugg**, which help employees plan for their eventual retirement.

About 300 Fort Wayne GE employees will be eligible for retirement at age 60 as of Jan. 1, 1984, according to **Homer Jennings**, manager of benefits.



George Windsor, Building 4-2, has participated in both the Pre-Retirement Seminar and the new group benefits sessions for Jan. 1 retirees. He usually keeps his notebooks from the sessions at his home for reference.

Each retiree who attends Harter's group session receives a copy of the new **Retirement Benefits Handbook**. It contains information about the following topics:

- **The Pension Plan** — how pensions are calculated, income tax on pension income and direct deposit of pension checks into the retiree's bank account. Also included is a personalized estimate of monthly pension check amounts to expect.
- **Life Insurance** — amount of coverage and designation of beneficiary.
- **Medical Insurance** — an explanation of coverage, cost and the claims procedure.
- **Elective Benefits** — choices that might help retirees.
- **Savings & Security Program benefits** — a personalized Account Extract that totals the value of each retiree's S&SP account, and an explanation of final distribution alternatives and tax treatments.
- **Employee Stock Ownership Program** — personalized information on the number of GE Stock shares owned by the retiree, and information on distribution alternatives.
- **Pension Contact** — the name and number of the person to call for answers to questions about GE pension benefits.

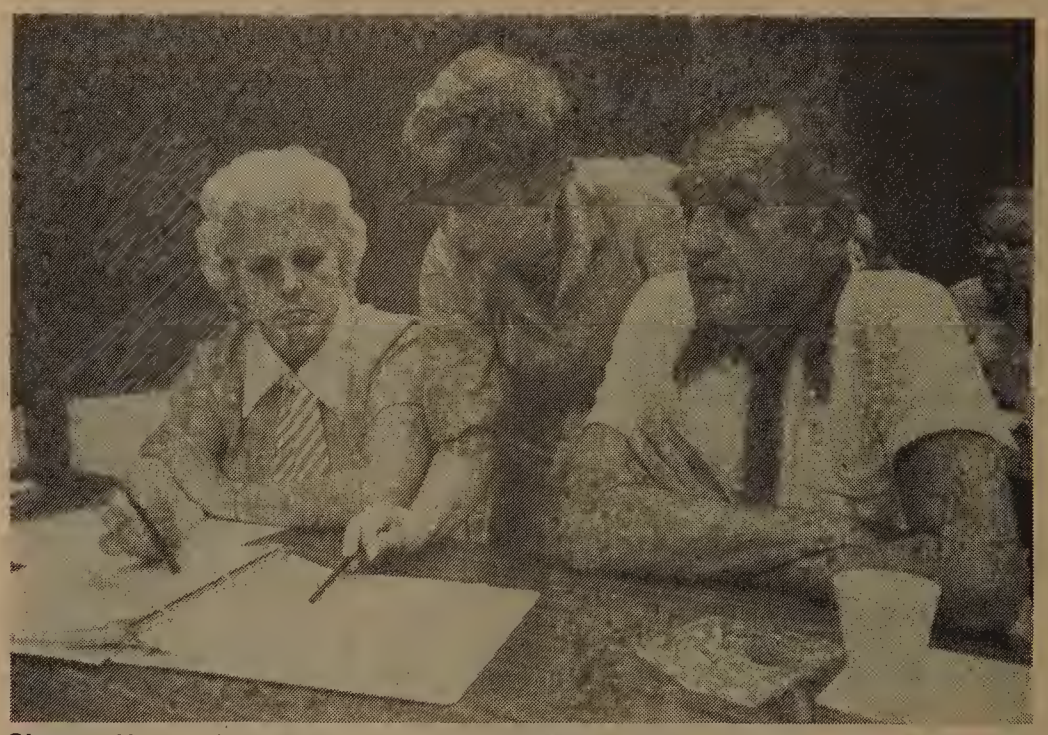
"Nearly all the information a retiree would need about any GE benefit is in the book," said Harter.

At the group sessions, Harter explains the information in the book. "I want them to read it and refer to it again. I tell them not to put it away when they get home. It is an excellent, easy-to-read reference book," said Harter.

Reading a section in the book each day is Harter's suggestion for getting all the information about GE benefits.

Employees should call Harter on Ext. 3261 about three months before retirement to schedule a group session.

George Windsor, an insulation maker in Building 4-2 who plans to retire Jan. 1, has attended both retirement seminars and had this to say: "Both of them give you a lot of information. Because you're in a group, you also learn from the other people. I heard answers to questions which I might not have thought to ask," he said.



Sharon Harter (center) discusses pension estimates for employee Junior Bowser and his wife Ruth. Bowser, a plant protection officer at Taylor Street, is one of several employees who is making final plans for a Jan. 1 retirement. Employees should call Harter, Ext. 3261, about three months prior to retirement to schedule a group session on retiree benefits.

There's more to life than work: Yerger

Susie Yerger turned 60 recently and retired from Building 4-4 where she operated an inject-coil winding machine (ICW).

"I loved my job, but there's more to life to do than work," she explained.

In addition to owning 600 skeins of yarn "to make things with during retirement," Susie has decided to learn to drive a car.

"My husband had a heart attack two years ago, and he could be ill again and need me. I've got to quit relying on him now and learn to drive on my own," she said.

Her husband Everett drove her to work at GE for 42 years. "I was late one day in all those years; we had a terrible snow that day," she recalled.

. . . 'retirement brings a lot of changes, and you need to learn to do new things.'

"Lots of my friends at work said if I could run an ICW, I could drive a car," she said. "I hit a tree when I was 18. It really didn't do much damage, but it scared me. But in those days, it wasn't so bad. There weren't so many cars."

As a retirement present, Everett bought her a car.

Susie recently got her learner's permit and plans to enroll in a driver education course soon. She does drive with her husband on country roads near their summer cottage at Sylvan Lake in Rome City.

"He doesn't like to ride with me in the summer, though, because he has to roll his windows up. I don't like to drive too close to the center, and he complains the weeds hit him in the face," she explained.

Susie looks forward to the challenges of retirement. "I worked hard for GE and GE has been good to me. I feel my pension is adequate. But retirement brings lots of changes, and you need to learn to do new things," she added.



One new retirement challenge for Susie Yerger is getting her driver's license. Susie recently retired at age 60 "to learn to do new things."

Paul Shive retires Nov. 1



Paul K. Shive retires with 41 years of service. He began as a freight handler at Taylor Street and retires as a transition specialist at Building 19. "GE has been a very good place to work. The benefits are very valuable in retirement. I will miss the contact with my coworkers, but I plan to enjoy retirement."

Remember to vote Tuesday

Employees are encouraged to exercise their right to vote Tuesday, Nov. 6. Polls will be open 6 a.m. to 6 p.m.

Besides voting for president and vice president, voters will also choose a representative to Congress. At the state level, voters will elect a governor, superintendent of public instruction, attorney general and state representative.

Local offices on ballot

Local offices up for re-election include county treasurer, coroner and surveyor. One county commissioner position and three county council members-at-large will also be elected.

Adlets

FOR SALE

CULLIGAN MARK 50 WATER SOFTENER & BRINE TANK, auto, $75, aft. 6 p.m. 485-0710.
892 ANTIQUE PIANO, excellent condition. 625-4189.
CEMETERY LOTS, Greenlawn Pk., 3, $889/all or $300 each. 1-419-263-2232.
EFRIGERATOR-FREEZER, 19 cu. ft., '80 Kenmore, $150. 749-5682.
IREPLACE ENCLOSURE w-screen & grate, antique brass & glass. 623-3184.
TUDIO SIZE BALDWIN PIANO, pecan finish, ex. cond., beautiful, $1,500. 456-8930.
ASTMAN 250 INSTANT CAMERA, like new, good price. 745-9918.
76 HARLEY DAVIDSON, 175CC, good condition, 2,000 miles, $150. 749-0159.
GE ROASTER; Black Angus rotisserie, both w-stands. 432-6062.
ZIEGLER FORCED AIR OIL STOVE, $50. 747-7007.
COFFEE TABLE, 22" wide, 58" long, good condition. 485-5598.
WEIGHTS & BENCH w-extra weights & bars, like new, $90. 1-854-3007.
LINDENWOOD PLOTS, 2. 424-4503.
TWIN ROLL-AWAY BED, good condition, $20. 443-7293.
HOUSE, $3,500; gas heater; pop machine. 432-6386.
WASHER & DRYER LAUNDRY CENTER, Frigidaire, new, 25" w, 28" d, 67" h. 745-5626.
HOT WATER HEATER, energy saver, elec., 40 gal., ex. cond., aft. 4 p.m. 489-1235.
ANTIQUE BRASS FIREPLACE FOLDING SCREEN & ANDIRONS. 432-9847.
'78 CHEV. 12 PASSENGER VAN w-Reese trlr hitch. 1-693-3637.
GARAGE SALE, Nov. 2-3, 4921 Gaywood Dr., furniture, clothing, misc.
ROYAL TYPEWRITER, std., $75; lady's dome hair dryer, $15; bwlg ball/bag, $15. 747-3871.
GUNS: 25 auto, 9 MM Bereta, 22 auto. pistol; ammo: 45s, 9 MM, 38s. 426-4485.
LADY'S ICE SKATES, sz. 6, like new; girl's sz. 12 hooded winter jacket, $7. 627-3105.
'74 PLYMOUTH DUSTER, ex. cond., ps, pb, 68,500 act. miles. 747-2969.
'76 THUNDERBIRD, air, full pwr, cruise, stereo, very clean, $2,300. 747-0241.
BOX SPRINGS & MATTRESS, $25, aft. 5 p.m. 432-2328.
WOOD & ALUMINUM STORM WINDOWS, various szs, ex. condition. 426-2285.
MINK STOLE, six skins, blk fox muff, ex. condition; dolls. 447-4606.
HUFFY EXERCISE BIKE, $80, time, distance, speed, like new. 485-5472.
SANTA CLAUS SUIT, $150; GE toaster; kitchen stool. 424-7687.
EXERCISE ROWING MACHINE. 432-2948.

WANTED

SOFA BED in good condition, deliver. 422-5003.
LIONEL & AMERICAN FLYER TRAINS, any condition. 1-724-8011.

FOR RENT

THREE BEDROOM HOUSE, 809 Lincoln Ct., $150/month. 1-824-3466.
PARKING SPACES CLOSE TO WEST GATE, 2. 424-8422.
ONE BEDROOM HOUSE NEAR GE, $50/wk plus util., deposit req., stove, & ref. incl. 449-0383.
TWO BEDROOM DUPLEX, less than 1 yr. old, all appls., eves. 627-2478.

SERVICE

SWEETCAKES THE MAGIC CLOWN, live animals, magic, more. Fun for all ages & occasions. 745-1545.
BASEMENT REPAIR — concrete/masonry, eves. 446-5643.

FREE

WHISKERS (Schnauzer) to a loving home, eves. 483-6847.
CLEAN HOME INCINERATOR BURNER, good condition. 484-4251.

***ADLETS**
GE NEWS BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:
☐ For Sale* ☐ Ride Wanted
☐ Wanted ☐ Riders Wanted
☐ For Rent* ☐ Lost
☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form **by noon Friday** for publication Thursday. You may submit only one adlet per issue of the **GE News. No more than 40 letters per Adlet, please.** Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg _____

The item(s) referred to in this ad are in no way connected with any business venture

_____ Signature

Elex December Calendar

1 Elex Club officers decorate club for Christmas party — 9 a.m.
Christmas Program for Elex members only — 2 p.m. Reservation deadline Nov. 20. Reservations accepted by mail only to Elex Club, 1635 Broadway, P.O. Box 2204, Fort Wayne, IN 46801. Tickets $1.

3 Partizan Chapter Board 11:30 a.m. MCL Cafeteria, Southtown Mall.

3-4-5 Oil painting classes 6-9 p.m. Building 18-1 Conference Room, "Covered Bridge." Reservations required.

7 Quintus Chapter Board 9:30 a.m., Richard's Restaurant, Paulding Rd.

10 Honor-Ettes Chapter Board 12 noon, Salem United Church of Christ, 2401 Lake Ave.

10 Executive Committee Christmas Dinner at Ted Gouloff's Restaurant, 3311 N. Anthony Blvd., 6:30 p.m.

12 Hickory Farm tour at Glenbrook — 8 p.m. Elex members & guests.

12 Pen-El Chapter Christmas luncheon and installation of 1985 officers at 11:30 a.m., Lester's Party Room, 1502 Bluffton Rd.

18 Partizan Chapter Christmas luncheon, 12 noon. Concord Village, 6723 S. Anthony Blvd.

19 El-Par Chapter Christmas luncheon, 12 noon. Lester's Party Room, 1502 Bluffton Road.

21 Quintus Chapter Christmas luncheon, 12 noon. Marriott, I-69 at Coldwater Road.

Bowling

Apparatus

m Garrard (230-222-154)	806
orm Pape	222
harlie Shipman	214
en Christie	213

E Office

m Weiks, Jr. (225-209-206)	840
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like O'Gorman (?11)	614
ob Lehman	213

mall Motor w/o 24

evin Logan (213-212-213)	838
ll Baker (214-192-214)	620
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Ed Fischer (236-188-190)	814
Barry Confer (214-223-178)	613
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Palmisano talks to employees about DC transfer, quality

Pat Palmisano, manager of the Fort Wayne Industrial Motor Production Operations, told Taylor Street employees last week that current line rates are expected to continue through November.

"I feel confident we will not have any short-timing during November. It is too early to talk about production rates for the rest of the year, but we will inform employees if there has to be any short-timing," said Palmisano.

DC consolidation update

Palmisano gave an overview of the plan to invest $4 million in the DC motor production consolidation at Taylor Street.

The investment includes three new lathes, which Palmisano said are nearly ready for operation. He said two more lathes for making DC endshields are planned to be operating by the beginning of 1985.

Palmisano also explained the DC consolidation time schedule. He said that while some DC motor shafts are being produced at Taylor Street now, by year end all DC shafts will be made at Taylor Street.

DC stator production is expected to begin at Taylor Street in May 1985. "DC stator endshields are entirely different than AC stators," he explained. "An entirely different operation is required to produce DC stators."

Taylor Street production of DC endshields, armatures and punch presses will begin after summer Vacation Shutdown 1985.

"By the end of 1985, we plan to have the DC motor assembly consolidation investment completed," added Palmisano.

Quality is number one

"While many things will change at Taylor Street, the emphasis on quality will remain. Quality is always an important issue," said Palmisano. "We've looked at it diligently in the past, but we must give it more attention. The survival of this business depends on a quality product going out of this plant.

"In these tough, competitive times, quality is important to all of us. GE motors have always had a reputation of being top quality, and we need to enhance that reputation to keep a competitive edge," added Palmisano.

Palmisano also stressed the importance of maintaining good safety habits. "There is no excuse for operating machines in an unsafe manner."



Pat Palmisano, manager of the Fort Wayne Industrial Motor Production Operations, met with IAM Lodge 70 and Local 901 IUE union stewards last week in a Chat and Chew. He presented information about the DC consolidation to Taylor Street and answered employee questions.

Employees ask questions

Several employees asked about employees from Building 17 and Winter Street bumping into Taylor Street. Fred Andrews, plant relations manager, said plans have been made to allow for a smooth transition for those employees affected who will have bumping rights.

In response to a question about Vacation Shutdown in 1985, Palmisano said shutting down operations for a three-week period is "a business necessity to run the plant more effectively," he explained. "With our older work force, most people are eligible for at least four weeks of vacation. Having a three-week Vacation Shutdown minimizes the effects of having the best trained employees away from their jobs," he said.

"We must continue to do everything possible to run our plant effectively. Our job security depends on the health of our business," he said.

'Quality is always an important issue. We've looked at it diligently in the past, but we must give it more attention. The survival of this business depends on a quality product . . .'

COMING NOV. 15 & 16 THE ANNUAL EMPLOYEE STORE FALL FESTIVAL

10 a.m. to 8:30 p.m.

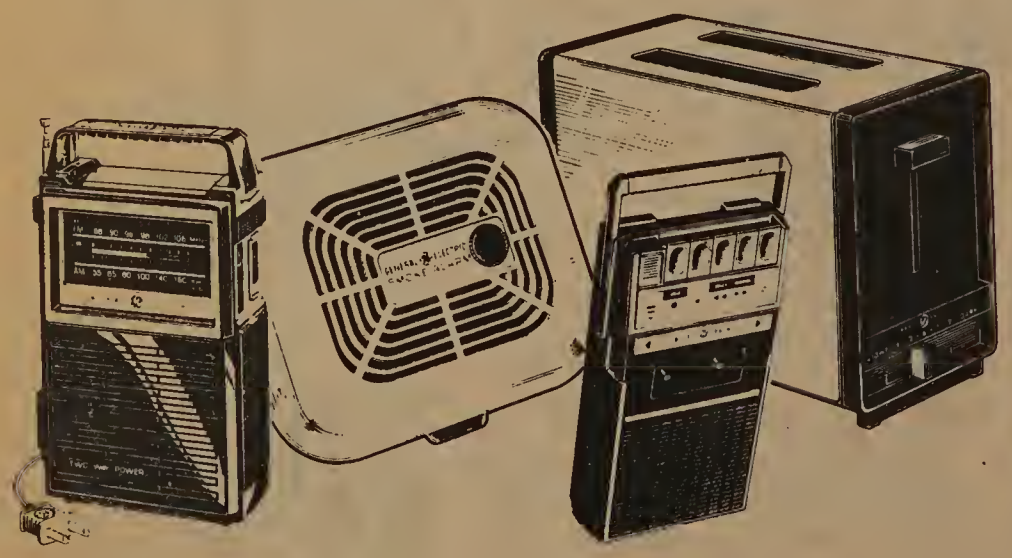
Free Refreshments

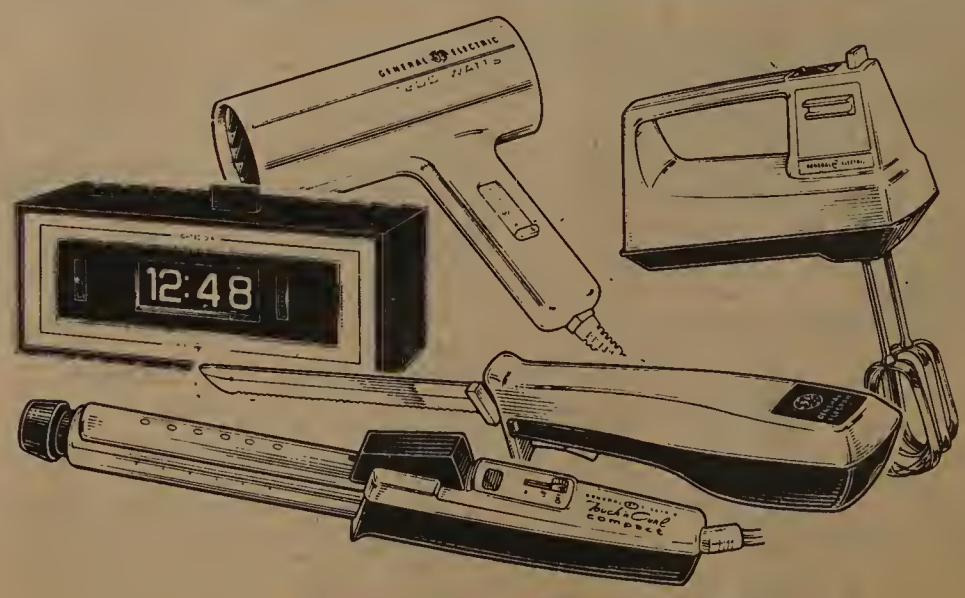
pop - potato chips - popcorn - pretzels, etc.

DOOR PRIZES

Drawing each hour. You need not be present to win

The following prizes will be given away: smoke alarm - mixer - radio - clock - tape recorder - electric knife - hair dryer - toaster - curling iron, battery charger. **Grand Prize GE B&W TV.**





Factory representatives from the Audio, Major Appliance, Lighting and Television departments will be available for individual consultation.

There will be special pricing on new and factory reconditioned merchandise during this event.

YOUR EMPLOYEE STORE **1030 Swinney**

General Electric News

NOVEMBER 8, 1984 FORT WAYNE, INDIANA VOLUME 66, NO. 43

How to get more from your vacation pay.

Story on Page 2.

Working together key to ECD success

One year after the announcement that the Aircraft Engine Electronic Controls Department (ECD) would be moving to a new facility at Taylor Street, visible signs of progress are evident. The **GE News** *interviewed* **Dale Weaver**, *manager of manufacturing operations for ECD,* **Jim Daughtry**, *business agent for Local 901 IUE, and* **Bill McShain**, *manager of hourly and nonexempt relations, about how they view the progress of ECD since the announcement.*



Jim Daughtry (left), business agent for Local 901 IUE, Dale Weaver, manager of manufacturing operations for ECD, and Bill McShain, manager of hourly and nonexempt relations, met last week to discuss with the GE News the progress of the Aircraft Engine Electronic Controls Department since last November.

GE NEWS: How has facility construction for ECD operations progressed compared to the original plan?

WEAVER: We're on schedule, overall. We're looking for the total construction effort to be 95% finished at the end of 1984 just as we had planned. The pilot facility we're currently occupying will be redone in the January-February time frame, and we'll be finished with construction by mid-February.

GE NEWS: How have employment levels compared to the original plan?

WEAVER: We had initially planned to hire 50 operators in 1984, and we've already hired 46. We plan to hire additional operators to end the year with about 80. We'll be significantly ahead of our original hiring plans by the end of the year. But that won't necessarily change our plan to reach our full employment targets in late 1985 or 1986. That just means we have started a little faster than we had anticipated. We're still in the same bracket we talked about a year ago, looking at employment in the facility topping out somewhere between 600 and 800 people.

GE NEWS: Will all the good news of military and commercial contract wins for Aircraft Engine affect Fort Wayne ECD in 1985?

WEAVER: Several of those big win government contracts are single year contracts. I'm sure in the next round of negotiations, which will start early in 1985, that our competition is going to be very, very aggressive. Our projected employment level of 600 to 800 people is still realistic based on our current perspective.

GE NEWS: What if the news in 1985 of contract wins is just as good as it was in 1984?

WEAVER: If the news is just as good next year, our employment levels could go up. It shows the importance of having high quality products that are price competitive.

GE NEWS: How has ECD been received by your motor and transformer business neighbors?

WEAVER: We've had a lot of help from a lot of people in Fort Wayne. Everyone's been helpful and cooperative. That's not to say we've agreed with everybody on everything, but we've certainly had a lot of help being successful in what we've done here. People have been willing to talk with us and cooperate with us and help us get the job done.



Ken Hill is one of 46 ECD employees. About 80 will be employed by the end of 1984.

McSHAIN: The whole process is very exciting. We have a high tech kind of business moving into an old-line, Midwest manufacturing location. That counters the trend of moves to sunbelt and offshore locations. This puts a lot of responsibility on us to show that a project like this can be successful. Six hundred to 800 jobs are particularly important to a location with approximately 3,000 employees, down from almost 10,000.

GE NEWS: What are some of the things the union has done to help ECD succeed in Fort Wayne?

WEAVER: The union has been willing to discuss things with us. They've helped us implement some positive changes, which are good for employees and the business. While doing a good job of representing their membership, they have worked with us in a cooperative manner.

DAUGHTRY: ECD has breathed new life into the Fort Wayne area. It's a new concept. It's nice to be in on the ground floor. If we can make it work here, it could profit a lot of old plants in General Electric. There have been some frustrating times, but I think we've done well. We sat down and talked and listened.

McSHAIN: It's so easy to say that people listen, but it's hard to do. It takes commitment on both sides.

DAUGHTRY: Negotiations for this new business involve give and take. We have to work at it. But the best thing is, we're going to make it work. It's just that simple.

McSHAIN: The union leaders have taken a balanced approach in representing their people and being sensitive to the needs of the business. For example, union leaders have provided good suggestions to help improve the effectiveness of the ECD training program. They've also worked with employees to reduce anxiety levels about the training. This is important. We need good assembler-solderers to meet production requirements. In addition, there are cost factors. If you put people through a training program and they're unsuccessful, you incur a big expense that makes it harder to compete. It doesn't matter whether you're talking about motors, transformers or aircraft engine controls. If you can't compete, you don't last as a business.

GE NEWS: What is ECD's basic management philosophy about employee participation and communication?

WEAVER: Our mission is to be pre-eminent in aircraft engine electronic control manufacturing. To do that, we need a modern facility, top technology and a skilled and highly motivated work force so that we can be cost, quality and delivery competitive with the best in the world.

Everybody in ECD goes through classes. Everybody is being talked to about what it takes to be successful in Fort Wayne, what we're looking for, and how we want to do things as a team. We're already seeing the payback. We're seeing questions asked and problems solved. It's just a very cooperative and open atmosphere, and it works.

GE NEWS: Will all future ECD employees go through this training?

WEAVER: We plan to train and retrain continuously. That's part of our method of operation. The training is part of our overall plan to be competitive, and our job security comes with that.

Story continued on Page 4.

Vacation Banking deadline Nov. 30

How to get more out of your vacation pay

If you're one of the about 2,500 Fort Wayne GE employees who are eligible for Vacation Banking, Nov. 30 is an important date to remember.

That's the deadline for deciding whether to use the Vacation Banking feature of the Savings and Security Program in 1985.

"While Vacation Banking may not be for everyone, it's just plain smart for those near retirement," said **Walt Nielsen**, manager of payroll. (The story below explains advantages for retiring employees.)

Vacation Banking allows eligible employees to get extra pay for the vacation time they bank. Under Vacation Banking, you can bank some or all of your vacation in excess of three weeks — or the amount in excess of the primary Vacation Shutdown where you work if it's longer than three weeks.

Employees are eligible for Vacation Banking even though they don't participate in S&SP through payroll deduction.

Eligible employees already should have received an enrollment form from their supervisors, said Nielsen. Those who want to vacation bank should return it to Personnel Accounting, Building 18-1. Employees will receive a receipt notifying them the form has been received.

Nielsen explained the way Vacation Banking works: "GE puts the gross pay for those banked vacation days into your Retirement Option Account in the form of the S&SP securities of your choice. If you don't have an S&SP Retirement Option Account, one will be opened for you. You then work a normal schedule during the days you have banked, and you get normal pay for that period. In effect, you're paid twice for the banked vacation — one check for working and one with the vacation pay going into your Retirement Option Account.

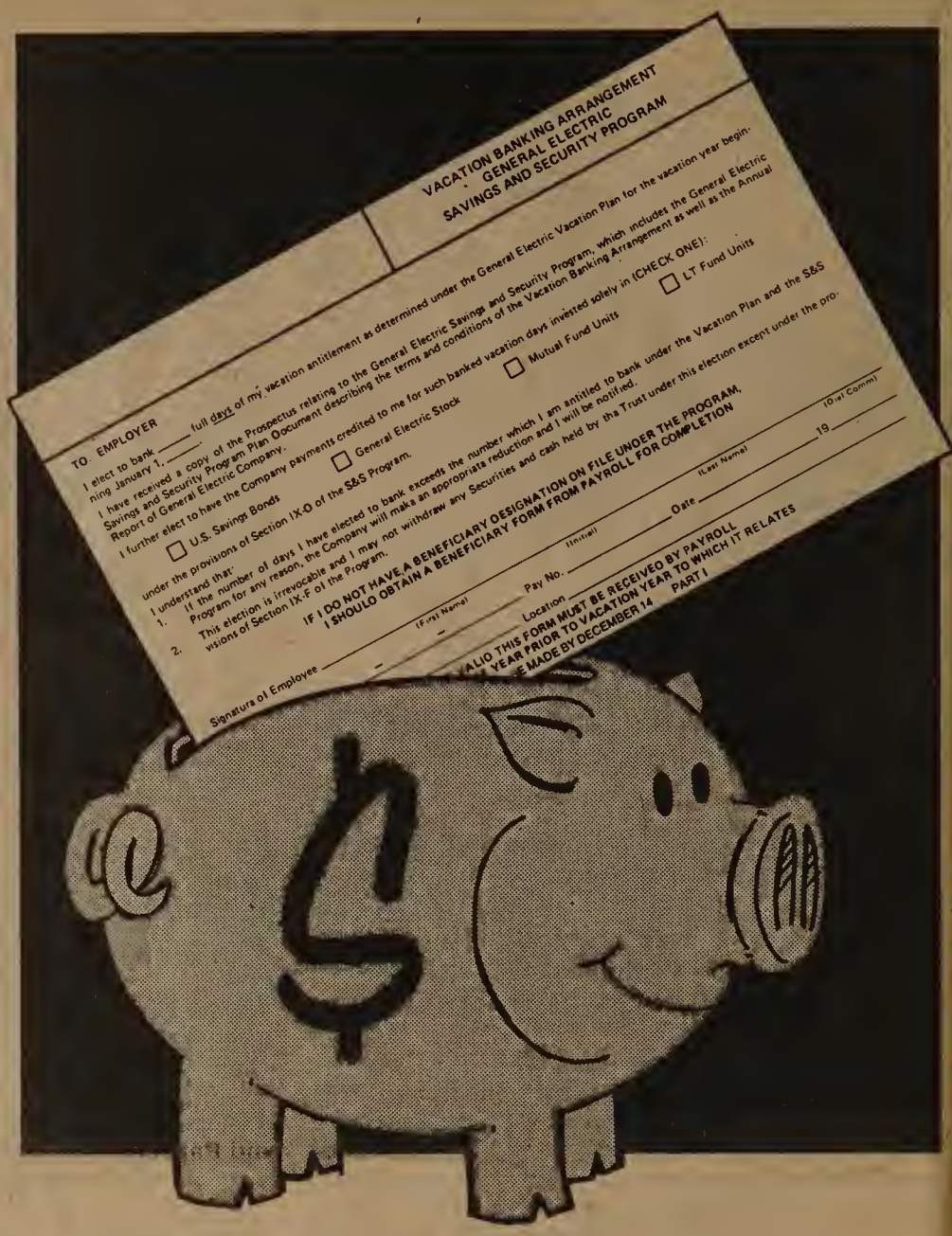
No deductions

"Besides really getting the extra pay, no deductions are made for your pay that is banked, so the entire amount of your gross pay goes into the account," explained Nielsen.

Securities in the Retirement Option Account from Vacation Banking, like all securities in your ROA, are paid out when you retire or leave the company.

"In addition, your securities collect dividends or interest while they're in your ROA, and you aren't taxed on any of those amounts until your account is paid out to you," added Nielsen.

He said the Nov. 30 deadline for 1985 Vacation Banking is required by a government regulation. He stated the advance planning also allows GE managers to set work schedules for next year.



Beckman banks vacation before retirement



Kathleen Beckman, Building 4-4, is banking two weeks of her vacation.

Kathleen Beckman, a stator repair operator in Building 4-4, won't need the five-week vacation she will earn for 1985. She is going to retire Jan. 1.

She, like many other Jan. 1 retirees, plans to vacation bank part of her vacation — in her case, two weeks.

"It's going to mean more money," said Kathleen.

Pay not taxed in ROA

Because she chose to bank a portion of her vacation, she benefits by having her gross pay go into the Retirement Option Account feature of the Savings & Security Program. The vacation payment put into ROA is not subject to taxes, insurance or any other payroll deduction.

The advantages to her are:

- Receiving "gross" pay for the pay she banks, instead of regular "net" pay.
- Special tax treatment alternatives when the pay is distributed to her from the ROA.

After she retires, she plans to "roll over" the money into a Rollover Individual Retirement Account (IRA), which will allow her to again defer taxes until she actually withdraws the money. Then, she will probably be in a lower tax bracket, and the tax share will probably be less.

Kathleen joined the Savings and Security Program in 1982. "I thought I'd better start putting something away for retirement," she said. "Many people joined sooner, but I'm just glad I joined when I did. It will give me a better cushion for retirement."

Some can use averaging

Employees who have been enrolled in S&SP five or more years are eligible for 10-year income averaging tax treatment on the taxable portion of their lump-sum distribution.

Kathleen is retiring at age 60. "I have a lot of things I want to do at home on the farm," she explained. "I also have some special grandchildren I want to spend some time with."

Bloodmobile here Friday, Nov. 9

The Red Cross Bloodmobile will be at the GE Club Friday, Nov. 9.

Individuals who want to donate blood can call Ext. 4045 to set up an appointment. Walk-ins also will be accepted.

The next Bloodmobile is scheduled for Wed., Jan. 16, at Taylor Street.

40 years of service



Bonnie Wolf
Building 4-2

Disney Magic Kingdom Club cards available

GE employees and retirees are eligible for free membership in Walt Disney's Magic Kingdom Club, at both Walt Disney World Vacation Kingdom in Florida and at Disneyland Park in California.

Magic Kingdom Club membership includes discounts at both Disney World and Disneyland parks, vacations at both locations, and certain lodging and car rental agencies.

To receive your card, send a written request and a stamped return addressed envelope to **Ginny Huguenard**, Building 18-1. Your membership card will be mailed to you.

GENERAL ELECTRIC

1635 BROADWAY
PO BOX 2204
FORT WAYNE, IN 46801

John Peirce, Manager
Karen Horn, Editor
John Hicks, Chief Photographer
Gloria Smith, Adlets
Tim Schile, Artist

Elex Christmas program Dec. 2

"Christmas in the Park" is the theme for this year's Elex Christmas program scheduled for Sunday, Dec. 2, in the GE Club Auditorium.

Program begins at 2 p.m.

The program is for Elex members only, and membership cards are required for admission. Doors will open about 1:15 p.m. prior to the 2 p.m. start of the program.

Tickets may be purchased for $1 from contact representatives or by mail addressed to the Elex Office. The deadline for reservations is Nov. 20.

Members are asked to bring unwrapped gifts for residents of the Fort Wayne State Hospital and Training Center.

The entertainment will be Christmas music by three choirs from the Northrop Music Department.



The Charisma Choir is one of three choirs from Northrop High School who will present Christmas music for the annual Elex Christmas program Dec. 2. The reservation deadline is Nov. 20.



Elex members honored

Van Williams, senior vice president and group executive, presented Elex President Sally Eichhorn (left) and First Vice President Geneva Daugherty with the framed certificate recognizing the Elex Club as a 1984 recipient of the Gerald L. Phillippe Award for community service. Elex was one of 25 winners within the General Electric Co. to win the award this year. In addition to the certificate, the club received $1,000 for charity. Elex members gave the money to Crossroad Fort Wayne Children's Home and the YWCA Women's Shelter. In honoring the club, Williams said, "The community service Elex members have done has given benefit to us all. Your members represent the General Electric Co. in the best possible way. We are all proud to be associated with you."

Adlets

RIDE WANTED

HOBSON & TRIER ROADS TO TAYLOR ST., 7-3:30 p.m. 486-1997.

LADY WANTS RIDE ON SECOND SHIFT, Sandpoint Rd to Bdwy. 747-6522.

FOR SALE

LOWREY ORGAN w-cassette, rhythm, leslie, ex. cond., 1 yr. warranty. 483-4301.

'75 KAWASAKI, good cond., $250. 449-0383.

OIL BURNER w-stack control. 489-3710.

'73 MONET MOBILE HOME, 2 bdrms, 12'x65', bay window in ktch, refrig, stv, air. 639-6176.

WOOD CABINETS, w-formica counter, 6', range hood, $500. 637-6965.

LOUNGE CHAIR, good cond., beige. 744-3435.

WHEELCHAIR. w-adj. chrome plated walking bars, good cond. 485-0145.

'74 IMPALA, 4 dr., 350 eng., runs good, some rust. 489-6957.

'74 CAPRI, running cond., $450. 432-2216.

TWO BURIAL SPACES, Lindenwood Memorial Section. 424-4503.

DRAPES & SHEERS, wheat, 66"x80" & 77"x64"; decorator 10'-14' rod. 1-357-4034.

'76 DODGE COLT WAGON, 4 spd., air, good cond. 422-1752.

YARDMAN SNOWBLOWER, like new, 3.5 HP, 20", directional shute, chains, $350. 1-799-4335.

CHRISTMAS DOLLS, toy chests, gifts, hobby corner. 484-6282.

FIREPLACE SCREEN, brass, 24"x44" for 24"x36" opening, $20. 639-3465.

MOBILE HOME IN FLORIDA, good cond., air. 447-1153.

PELLA WINDOW, 37"x39"; 2 French Prov. chairs & end table. 426-8928.

EUREKA VACUUM CLEANER; girl's Schwinn bike, ex. cond. 484-2320.

GE E-15 TRACTOR, pwr handle, trimmer, hedge trimmer; alum. storm dr & windows. 489-9687.

SNOW TIRES ON H78-15 WHEELS, 2, Seiberling, $30. 483-4889.

ZENITH RADIO, old model, AM-FM, recently serviced, $30. 456-2606.

HANDCRAFTED CABBAGE PATCH DOLL w-birth certificate. 493-2241.

CHAIRS, 3, cushioned, good cond. 485-3479.

54" POKER TABLE, rock maple, w-inserts, $75. 485-8295.

FORK LIFT, stl storage racks. 637-8353.

CLOTHES, szs. 5, 7 & 9, perfect cond., call aft. 4 p.m. 749-5670.

BAR & TWO STOOLS, red, Spanish design, good cond., $45. 747-4038.

CHINA CABINET, $75; 25" Magnavox color TV, $75, aft. 3:30 p.m. 749-9320.

ATARI 400 COMPUTER, $150 or best offer, aft. 4 p.m. 447-6341.

WEIGHTS & BENCH, plus ankle wts, like new, $70; 5 spd. Schwinn bike, 20", $50. 444-8243.

WANTED

ELECTRIC WALL HEATER, 115V or 220V, small, for bathroom. 426-4485.

SHOTGUN, in good cond., for hunting, aft. 6 p.m. 744-5639.

CABINET SUITABLE FOR EXTRA CLOTHES STORAGE. 485-2553.

LIONEL & AMERICAN FLYER TRAINS, any cond. 1-724-8011.

EXERCISE BIKE, reasonable; portable color TV. 749-2408.

RABBIT COLT, small size, new condition. 426-4485.

FOR RENT

ONE BDRM APT.; one bdrm house, $50/wk., near GE. 449-0383.

SMALL APT. NEAR ST. FRANCIS, ref. range, drapes. 426-7861.

STORAGE SPACE FOR BOATS, CARS, CAMPERS, clean, dry. 636-7264.

SW APT., lwr 5 rooms, carpet, basemt, laun. facil., gas heat, adults, $175. 747-0241.

FREE

KITTEN, grey tiger, female, box trained, call eves. 422-4292.

YOUNG MALE SCHNAUZER, good watchdog. 432-9334.

SERVICE

SWEETCAKES THE MAGIC CLOWN, animals, magic, comedy all ages, Christmas shows. 745-1545.

CONTINUOUS GUTTER & SIDING, free est. 627-2858.

WILL DO IRONING IN MY HOME. 747-4361.

BASEMENT REPAIR — concrete/masonary, eves. 446-5643.

LOST

DERBY HAT, in Taylor St. parking lot on 10/31. 747-5589.

In memory

Walter F. Konow, 126 W. Fleming, died Nov. 1. He was a manufacturing engineer at Building 8-2 prior to retiring in 1967.

Julian J. Eme, 1625 Schilling Ave., died Oct. 31. He was a plant protection officer at Winter Street prior to retiring in 1980.

Laurance D. Simerman, 1101 Franklin Ave., died Oct. 29. He was a lathe operator at Taylor Street prior to retiring in 1969.

Kenneth L. McDaniel, Ohio, died Oct. 26. He retired from the Motor and Generator Dept. in 1956.

Bowling

Masonic League

Ed Boone	227
Ed Cooper	229
Jack Baungarter	221

Ladies Friday Nite

Bessie Shields (201-146-165)	512
Donna Hettinger	199
Sandy Gerdon	183
Liz Papen	197, 532
Bessie Shields	189-196
Pattie Greer	192

G.E. Office 10/29/84

Tom Schible (227-189-216)	632
Bob Rietdorf	228
Gil Baker	219
Don Lockwood	218
Lonnie Padgett	215
John Hunnicutt	214
Dan Lepper	214
Larry Elwood	210

Small Motor 10/31/84

Will Doehrman (209-246-184)	639
Jim Weiks, Jr. (222-185-225)	632
Kirk Baker (166-258-203)	827
Ed Fischer (177-248-201)	828
Gil Baker (234-196-191)	621
Bill Haddaway (181-213-221)	615
Francis Harter (221-178-213)	812
Terry Dorman	211

***ADLETS**
GE NEWS BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:
☐ For Sale* ☐ Ride Wanted
☐ Wanted ☐ Riders Wanted
☐ For Rent* ☐ Lost
☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form **by noon Friday** for publication Thursday. You may submit only one adlet per issue of the GE News. **No more than 40 letters per Adlet, please.** Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture

_____
Signature

What to do when severe weather strikes

Normal winter temperatures are predicted for the Fort Wayne area according to Cathy Ballou, morning and noon weathercaster for WPTA Channel 21. Cathy is also the daughter of **Pat Ballou**, customer service specialist at Taylor Street.

"Although my weather sources predict average winter temperatures, it shouldn't be as cold as last winter — remember Christmas 1983?" said Ballou.

More snow

"More precipitation is also predicted, and for us, that means snow, unfortunately," she added.



Cathy Ballou, weathercaster for WPTA Channel 21, said normal winter temperatures are predicted.

Weather policy explained

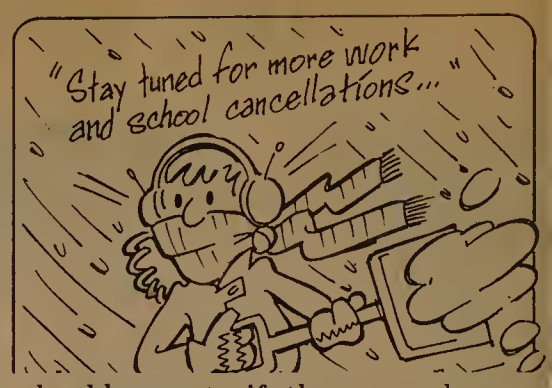
Normally, GE employees are expected to work on days when it's snowing, but when abnormally severe weather strikes, emergency action may be taken.

Here's what to do if severe weather occurs:

• **Motor and transformer production employees** — When a significant number of employees are unable to report to work, normal production operations cannot take place. When this occurs, the message will be released to radio and TV stations that "Fort Wayne GE production workers should not report." If there is no such announcement, production employees will be expected to report at the beginning of their regular shift.

• **Wire Mill and ECD employees** — The Wire Mill, which is a continuous shift operation, and the Electronic Controls Department will continue production operations during weather emergencies. Employees will be expected to report to work if they can do so safely.

• **Other hourly employees** — Certain hourly work such as tool room and maintenance work can take place even when production operations are suspended. Employees in these classifications will be advised by their supervisors that they



should report, if they can do so safely.

• **Salaried employees** — Since production shutdowns seldom prevent salaried personnel from performing their work, they are expected to report if they can do so safely — even when it is announced that production workers should not report.

• **Update telephone numbers** — All employees are encouraged to inform their supervisors of any changes in their telephone numbers in case such weather emergencies occur.

• **Tune in** — AM radio stations asked to make GE weather-related announcements include: WOWO 1190, WQHK 1380 and WGL 1250.

FM stations are WMEE 97.3 and WEZV 102.

GE announcements also go to television stations WPTA Channel 21, WKJG Channel 33, WANE Channel 15, and WFFT Channel 55.

—ECD success

Continued from Page 1.

GE NEWS: How does communication fit into your overall program?

WEAVER: That's just one part, but it's an important one. We have a meeting every day for about 10 minutes at the end of the shift to talk about problems during the day. Employees can also communicate any problems or difficulties for people on the next shift. Then once a week we have a roundtable meeting, which is attended by supervisors and management. We think well-informed people make better decisions and will continue to strive for good communications.

GE NEWS: Is this style of communication typical of Aircraft Engine businesses or just ECD in Fort Wayne?

WEAVER: It's a little different than any I have seen. It's something we want to do. We're growing a business. We're growing a nucleus of people who need to work together as a team, and we're trying to do it in an open, positive way.

GE NEWS: Overall, how do you feel about ECD one year after the announcement?

WEAVER: We're proud. I don't really think anybody believed we would be as far along as we are. We have a very complex, aggressive plan, and we're beating it.

DAUGHTRY: ECD is much farther than what I thought it would be.

WEAVER: We have a great bunch of people — a very diverse group. We're all working together. That's the key.

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FALL FESTIVAL
NOVEMBER 15 & 16

This year's Fall Festival features
food processor and countertop oven demonstrations.

SPECIAL PURCHASES OF MANY ITEMS INCLUDING A TRUCKLOAD OF GE TELEVISIONS FROM THE FACTORY IN PORTSMOUTH, VA. — SYMPHONIC STEREO FACTORY DIRECT FROM LOS ANGELES, CALIF. — GE CLASS "E" AUDIO & HOUSEWARES FROM THE SERVICE CENTER IN UTICA, NEW YORK — PLUS THERE WILL BE SPECIAL DISCOUNTS ON MANY OF OUR NEW CLASS "A" PRODUCTS.

DON'T MISS THIS SPECIAL 2-DAY EVENT!
10:00 A.M.-8:30 P.M. AT YOUR FORT WAYNE GE EMPLOYEE STORE

NOT CIRCULATING

General Electric News

FORT WAYNE, INDIANA

NOVEMBER 15, 1984 VOLUME 66, NO. 44

STO invests $500,000 to improve quality, efficiency

Specialty Transformer Operation's $500,000 investment in a new miter core machine has introduced a whole new concept for GE transformers. The machine, installed during Shutdown, is making its debut in STO's production operations for more efficient transformers.

"Miter cut core, coupled with other design concepts in our 'Qualitran' Transformers, is the first significant application of this concept to our markets," said **Glenn Krewson**, manager of manufacturing technologies for STO.

Miter cutting of steel laminations produces a beveled cut instead of a traditional straight cut. This design results in improved transformer efficiency.

Higher quality efficiency

"This new concept can allow us to provide our customers with higher quality transformers having greater electrical efficiency in line with our national movement to conserve energy," explained Krewson. The miter cut improves efficiency by providing an easier path for the magnetic flux to flow. It also results in quieter transformers.

"In our tough, competitive market, the little extras of 'quiet' and 'energy efficient' are truly GE's answer for 'Bringing Good Things to Life,' " said Krewson.



Learning to operate a miter core machine required some new training for Richard Byall. He said the machine has made his job better.

The entire miter core machine project has taken about a year from the idea's conception to its installation, said **Richard Wagner**, manufacturing engineer for STO.

Wagner and Krewson traveled extensively last year to see alternative machines in operation and to negotiate final equipment specifications. Wagner said the machine takes steel and turns it into laminations ready for stacking.

Because the machine is computer controlled, additional training for employees was necessary. "The same employees who were involved in core construction are still working there," said Wagner.

Richard Byall, a miter core machine operator, said, "This machine is a lot faster. I really like the challenge of learning something different."

Byall has had 10 years of experience doing similar jobs but finds the new machine has made his job "more relaxing." He also said, "I don't have to lift as much as before, since the machine does a lot of the heavy work."

Roger Gump, a process development specialist, who has been working to get the machine into full production, said the new machine is "a faster and more reliable" method than the traditional way.

Krewson called the introduction of the miter core machine "a long-range necessity for STO.

"This is important to STO's future growth. Competition is tough, and we've got to meet world market needs. Energy efficiency and computer controlled flexibility will allow us to better meet the needs of today's and tomorrow's markets."

'This . . . can allow us to provide our customers with higher quality transformers having greater electrical efficiency...'

Connecticut General to begin processing medical claims Jan. 1

"As part of our continuing effort to provide excellent claims service to employees and to help us better manage health care costs, Connecticut General Life Insurance Company will begin processing and paying all medical claims Fort Wayne GE employees incur as of Jan. 1, 1985," **Doyt Schaadt**, manager of personnel accounting and banking, announced this week.

The Winter Street Insurance Operation will continue to process and pay claims for 1984 Type A-2 and B (generally non-hospital) medical expenses. Connecticut General will begin paying for Type A-1 hospital expenses starting with admissions on or after Jan. 1, 1985. Employees will be given a new identification card to present to hospitals upon admission instead of the current Blue Cross card.

The Winter Street insurance operation will continue to process and pay Weekly Sickness and Accident claims, but the medical claims processing part of the operation will be phased out gradually by mid-year 1985.

"This change will not affect in any way the benefit coverage provided to GE employees and their covered dependents under the GE Insurance Plan," Schaadt emphasized. He said the procedure for filing claims will be similar to the one currently used by employees in filing dental claims to Connecticut General.

"We think employees will be pleased with the way insurance claims will be processed by Connecticut General," said Schaadt. "We have visited their claims processing operation and reviewed the experience of several major GE components who have used Connecticut General services.

"We're convinced they will be able to provide prompt and accurate claims service. They will also be able to use their sophisticated computer system to help us manage health care costs," Schaadt noted.

Schaadt said employees will notice the following improvements in communication about claims:

- Employees who have questions or problems with claims will be able to dial a toll-free "800" telephone number and talk directly to a Connecticut General customer service expert.
- Claim forms will be simplified.
- An improved "Explanation of Benefits" will detail how benefits were calculated. This should help employees in keeping their own record of expenses submitted and benefits paid.
- The new ID cards will provide hospitals and doctors with a toll-free "800" telephone number to use in order to verify promptly that the patient is covered by the GE Insurance Plan.

Schaadt said employees should continue to send claims for expenses incurred in 1984 to the Winter Street operation.

Detailed information on how to submit 1985 claims will be provided to employees in December.

The procedure for submitting dental claims and weekly S&A claims will not change.

In his announcement, Schaadt said, "The decision to shift the processing of claims to an insurance carrier in no way reflects on the quality of service provided by the Winter Street insurance operation. They are an excellent group of employees. I'm sure that during the transition they will continue to provide the excellent claims service that employees are accustomed to receiving."

Winter Street insurance operation employees affected by the decision will be provided assistance in finding suitable employment inside or outside the company as well as counseling in the use of GE benefits.

Schaadt said the insurance carriers' substantial investment in sophisticated computer systems has helped reduce their cost per claim and permits them to work more effectively with hospitals and doctors, especially in the area of managing health care.

Reward yourself at holiday time: Dag Arnold

When making your holiday lists, don't forget a present for yourself, advises **Dag Arnold**, Employee Assistance Program coordinator.

"We all need to be aware of all of the stress — good and bad — that the holiday season brings upon us," said Arnold. "Getting ready for the holiday season often isn't the happy, festive time it's said to be."

In fact, Arnold said most people will probably experience some feelings near the holidays that are not so happy.

"When we make a list of all the things we need to get for the holidays and all the places we plan to go, we need to also plan how we are going to manage the stress that comes from holidays," explained Arnold.



Reward yourself

"Rewarding yourself can be a good way to make you feel good around the holidays. A reward can be anything from a hug to a new pair of shoes," said Arnold. "But a hug is especially nice, because two people can benefit from it."

Holiday get-togethers can be fun. But they can also cause problems. "We need to be aware that we don't overload our social systems. Parties and family gatherings can be fun, but too many can actually take away from the festivity," he added.

'Rewarding yourself can be a good way to make you feel good around the holidays.'

His suggestion is to actually sit down and make a personalized plan to handle the stress from the holidays.

"Probably the best and most effective way to deal with stress is by staying organized," said Arnold. He also said people should:

- Keep in touch with time commitments and be careful to not get "overbooked."
- Maintain relationships. Share holiday time with others.
- Stay in touch with the signals the body sends. Be careful not to overload any emotional systems.
- Be committed to a program directed toward "fine-tuning" the body by exercising.

Change brings stress

Especially those who have experienced a change since last year's holiday season need to do some planning. "Any kind of loss, such as those caused by a death or a job change, can make the holiday season particularly stressful," explained Arnold.

GE employees who have questions or feel they want to meet with Arnold may contact him at Ext. 3671. The Employee Assistance Program offers confidential counseling to listen to and assist with problems.

EMPLOYEE STORE SPECIAL PURCHASE
FOR TWO DAYS ONLY

GE. We bring good things to life.



2-9100 Almond cream color
Reg. $24.26
Festival Price $19.96



Your choice of 40, 60, 75 or 100-watts in handy 4-pack.
$1.99

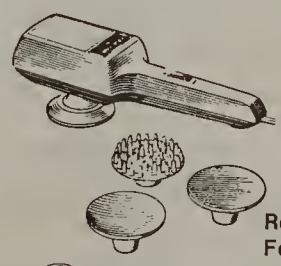
DOOR PRIZES
Drawing each hour. You need not be present to win.



STIR CRAZY® Corn Popper
2-6 qt. capacity. Automatic stirring rod. Self-buttering. Cover flips for serving. (5346)
Reg. $29.99
Festival Price $19.99

Soft, Pleasing Light In A 3-Way Bulb
GE Soft-White 3-Way Bulbs
$1.09





MASSAGER MR-1
- Soothes away minor muscular aches and pains in minutes with steady, dependable vibration
- Comes with scalp, facial, soft and firm body massager attachments
- In attractive Antique White color

Reg. $19.96
Festival Price $12.96

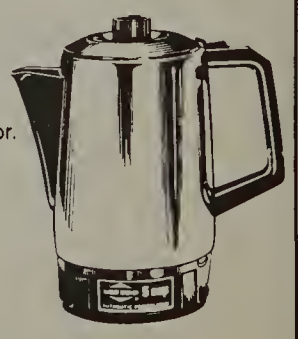
AUTOMATIC TOOTHBRUSH TB-9



- Features up and down or back and forth motions
- Regular use gives cleaner teeth than ordinary hand brushing
- Cordless power handle may be rinsed for easy cleaning
- Dust cover—wall bracket—6 brushes

Reg. $26.86
Festival Price $22.86

Automatic **PERK**
5-9 cup capacity. Polished aluminum exterior. Safety lock lid. (9466)
Reg. $17.96
Festival Price $14.96



DON'T MISS THIS TWO-DAY SALE

NOV. 15 & 16 — THE ANNUAL EMPLOYEE STORE FALL FESTIVAL

YOUR EMPLOYEE STORE 1030 Swinney 10 a.m. to 8:30 p.m.

Last quarter is 'double credit' deductible time

Medical expenses from Oct. 1 through Dec. 31 used to meet the deductible requirement for Type B coverage can be carried over to 1985 to meet next year's deductible requirement as well.

This "double credit" for medical expense applies to doctors' visits, prescription drugs and other Type B expenses under the GE Insurance Plan, said **Rick Helwig**, manager of insurance claims disbursements.

Deductible limited to $125

Under the plan, employees pay the first $50 of Type B medical expenses, but the total for any family is never more than $125. This payment is called the "deductible."

Helwig emphasized that this provision applies only to Type B expenses and only to deductible expenses incurred in the last three months of the year.

Once the deductible is met, the GE Insurance Plan will pay 85% of additional Type B covered expenses that arise during the calendar year.

Helwig gave four examples of how the double credit might work:

Example 1: During the first nine months, an employee incurs no Type B medical expenses. In the last three months of the year, he has expenses for prescriptions and doctor visits totaling $50. In this case the employee's $50 worth of Type B expenses is used to meet the deductible for 1984. All $50 will be carried over to 1985 to meet that year's deductible. So the first Type B expenses the employee incurs in 1985 will be approved for 85% reimbursement.

Example 2: An employee's family has no Type B expenses during the first nine months of the year, but between Oct. 1 and Dec. 31, the employee and spouse incur Type B expense of $40 each, and their child $45. Since the total family expenses are $125, this family has met the deductible requirement in the fourth quarter. The first Type B expense by any family member in 1984 will be approved for 85% reimbursement.

Example 3: An employee incurs $20 of Type B expenses between January and September and $50 more between October and December. The first $20 and $30 of the remainder are used to satisfy the $50 deductible. Also, the $30 used to satisfy the deductible in the fourth quarter will be carried over to 1985 to meet the deductible in that year. Once the employee incurs $20 additional Type B expenses in 1985, the $50 deductible requirement will have been met for 1985.

Example 4: An employee incurs $100 of Type B expenses in the first nine months of 1984 and $50 more in the last three months. The carryover deductible provision does not apply in this case because the individual $50 deductible requirement was met before Oct. 1.

'Cash for Cards' to help GE families

The "Cash for Cards" collection for needy employee families and pensioners will be conducted from Nov. 28 through Dec. 7.

Over $1,900 in contributions were received last year. Elex disbursed over $1,700 at Christmas time.

Aid given during year

Aid is also available throughout the year to GE people who need it. Elex gave about $300 to needy families during the year.

Each Elex Club representative will carry a large Christmas card to employees in offices and production areas on designated days. Contributors may sign the card, which will then be displayed in a prominent location.

Employees are encouraged to submit the names of deserving GE families who are in need of assistance to the Elex office, Ext. 3240.

GE Camping Club elects officers for 1985

New officers for the GE Camping Club were elected for 1985. They are **Larry Lock**, president; **Irene Trimble**, vice president; **Joan Spurgeon**, secretary; and **Nelda Guethler**, treasurer.

2-for-1 bowling special Thanksgiving weekend

GE Bowling Lanes is offering a special 2-for-1 bowling special Thanksgiving weekend. Bowlers can pay for one game and bowl the second game free Friday, Saturday and Sunday, Nov. 23-25.

Call 428-3242 to check on times and make lane reservations.



Thanksgiving holiday next week

GE employees will have a four-day weekend next week to observe Thanksgiving. The paid holidays are Thursday and Friday, Nov. 22 and 23.

Because of the Thanksgiving holidays next week, no GE News will be published. The next issue will be on Thursday, Nov. 29. Adlets must be received by noon, Wednesday, Nov. 21, to appear in that issue.

Adlets

FOR RENT

THREE BEDROOM HOUSE, 837 Huestis Av., Ft. Wayne, gas, util., $250/month. 456-1189.

FOR SALE

'77 ASPEN WAGON AC, 2 sts. snow tires, recently tuned up. $1,050. 432-4009 after 5.

GIRL'S SLACKS & JEANS, sz. 14S; boy's slacks, jeans & shirts, sz. 10S. 1-638-4776.

LOUNGE CHAIR, high back, bge, clean. 744-3435.

'76 DATSUN B-210, 52,000 miles, good cond., runs & drives great, $1,350. 632-5763.

MOBILE HOME, 12'x60', has everything, ex. cond., easy financing, $6,500. 422-0872.

'78 FORD CONVERSION VAN, V8, good cond., $6,000. 1-897-3878.

MOVING CARTONS: wardrobe, mirror, dispack, etc. 432-7314.

SNOW TIRES & RIMS, 13" Datsun, ex. cond., $25. 747-9851.

36" MAJESTIC FIREPLACE, $100. 485-2159.

'82 LE CAR SPORT, 4 whl drive, sun roof, AM-FM cass., good cond., 8-12 noon. 424-7274.

LARGE STAMP COLLECTION, serious collectors call for appt. aft. 6 p.m. 446-4793.

PRTBL DISHWASHER; springs & mattress, 3 carpets. 484-6756.

TIRES, 2, G78-15, wsw, belted. 745-7319.

GRAVE SITE, Lindenwood, Garden Peace, must sell, $300. 485-6273.

FIRESTONE SNOW TIRES, G78-15, mounted on Ford rims. 488-2484.

FLUTE, Silverstone, reconditioned, new case. 639-6465.

BEDROOM SUITE, solid oak, full or qn., dresser, chest, nite stand, very good cond. 1-589-2491.

'81 DATSUN 310 GX, blk & slvr, 37 mpg, sharp, $3,900. 744-9578.

BOWLING BALL & BAG, $15; Royal prtbl typewriter, ex. cond., $60; popcorn popper, $5. 747-3871.

WATERBED MATTRESS, liner, heater, side rails, queen-sz., $50. 747-5321.

DRESSES, sz. 18-1/2, good condition. 440-1142.

'74 TORINO, air, ps, pb, hvy duty susp., trlr hitch. 432-4108.

METAL TRACTOR SEAT, $5; gold velour chair, $50. 749-9320.

WANTED

LIONEL & AMERICAN FLYER TRAINS, any condition. 1-724-8011.

SERVICE

BASEMENT REPAIR - concrete/masonary, eves. 446-5643.

SWEETCAKES THE MAGIC CLOWN, magic, animals, more, fun for all ages; Christmas shows. 745-1545.

In memory

William C. Beebe, St. Joe, died Nov. 6. He was a lathe operator at Winter Street prior to retiring in 1970.

Otis D. Holzwarth, 1515 Roosevelt Dr., died Nov. 2. He was a punch press operator in Building 26-4 prior to retiring in 1976.

Bowling

Friday Nite Ladies

Jean Cook	198
Pat Olds	191
Carolyn Fromm	188
Gertie Jones	188
Diane McChessney	185

GE Office 11/5/84

Jey Miller (213, 210)	627
Dan Lepper (230)	614
Jim Weiks, Jr. (256)	614
Barry Confer (230)	600
Dick Wells	224
Gil Baker	224
Jim Garrard	221
Bob Lehman	214
Gary George	213
Steve Scherer	210

Smell Motor

Kevin Logan (227, 256)	682
Kirk Baker (229)	606
Larry Schoudel	243
Cal Hapner	236
Dick Colpetzer	227
Bill Haddaway	226
Mel Guillaume	219
Jim Weiks, Jr.	214, 212
Bob Stute	213
Ed Fischer	210
Mike Funk (247, 239, 256) (Highest Series ever bowled at GE Club)	742
Jerry Kern	202
Kirk Baker	223
Ann Huttinger	523
Derrel Treesh	213
Donna Winters	500

Apparatus

Kevin Logan (235, 242)	676
Maury Haines	224, 211
Jim Hauguel	214
Walt Nielsen	211
Harold Lehman	216

Seniors

Harvey Von Gunten (233)	616
Nellie Tappmeyer	191
Rachel Kelley	194
Helen Letts	180
Desi Ulrey	182
Phil Stouder	225
John Hunnicutt	213
Ray Johnson	212
Kenny Miller	216

***ADLETS**
GE NEWS BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:
☐ For Sale* ☐ Ride Wanted
☐ Wanted ☐ Riders Wanted
☐ For Rent* ☐ Lost
☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form **by noon Friday** for publication Thursday. You may submit only one adlet per issue of the **GE News. No more than 40 letters per Adlet, please.** Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg _____

The item(s) referred to in this ad are in no way connected with any business venture

_____
Signature

Hazel Smith: 'You're never too old to exercise'

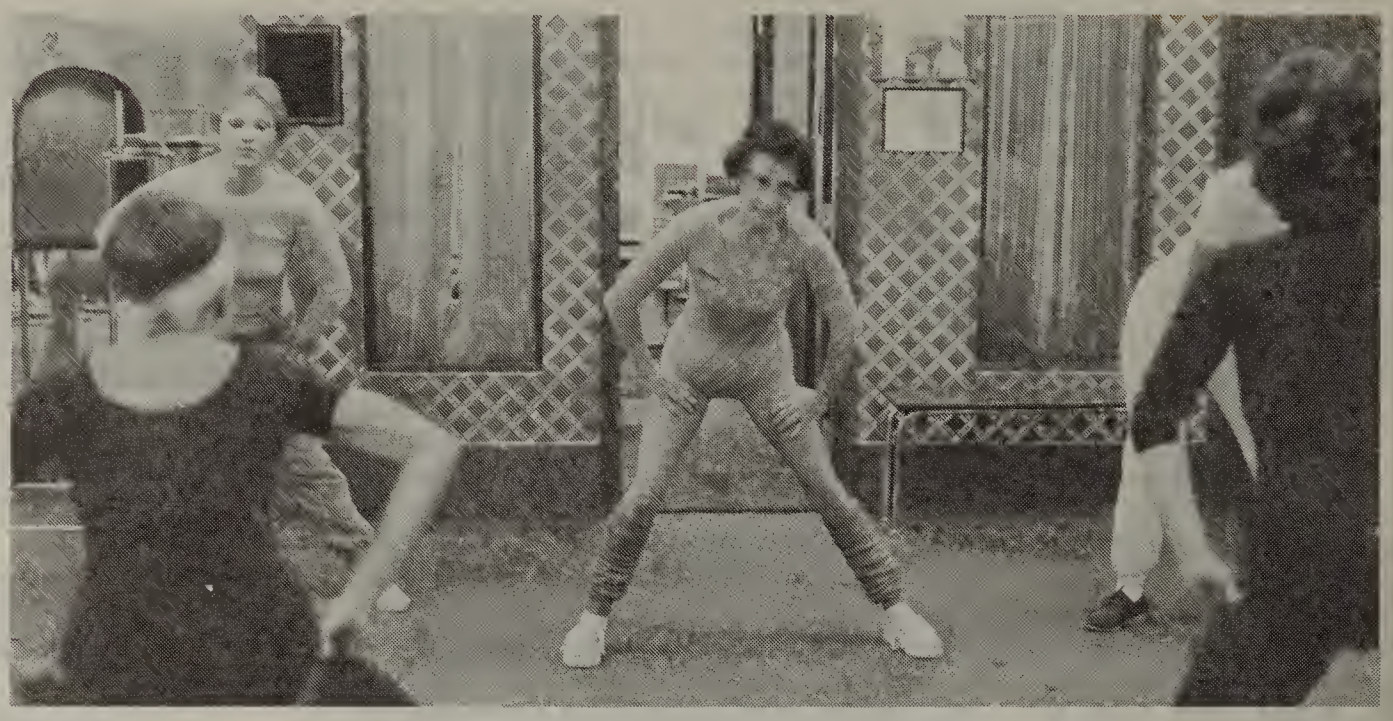
"A lot of people think they're too old to exercise."

That idea, according to GE retiree **Hazel Smith**, is just plain crazy.

"**Everybody** should exercise! Besides making your body feel good, your mind is more active. **Everything** feels better," she said.

Hazel is certainly living proof.

When Hazel turned 65, she retired from her job in timekeeping and payroll.



At age 72, GE retiree Hazel Smith (center) teaches about seven exercise classes each week. On her days off, she exercises "for herself."

Hazel teaches classes at age 72

Now at age 72, Hazel is in her fifth year of teaching seven flexibility and trim (exercise) classes each week at the American Health and Fitness Center.

"I hunted for a job when I retired from GE, but no one wants to hire you when you're 65," or so she thought.

As an active member of the health center, she applied for a job.

Last year the health club recognized Hazel for teaching her 3,000th class. And now, the club is adding a 1,200 square foot addition to accommodate the enrollment in her popular exercise classes.

Hazel is older than all her students, but that doesn't bother her. "Older people are too self-conscious. I guess a lot of people think if I can do it, so can they," she said.

During Hazel's sessions she demonstrates the exercises and calls out instructions for the entire 30-minute workout while many of her younger students have to sneak in rests.

Besides teaching classes, Hazel works at the center about 30 hours each week doing such things as giving tours.

"I've always been active," she explained. "I was raised in the country."

During her 31 years at GE, she walked three miles to work each day because "it felt good to be active," she explained.

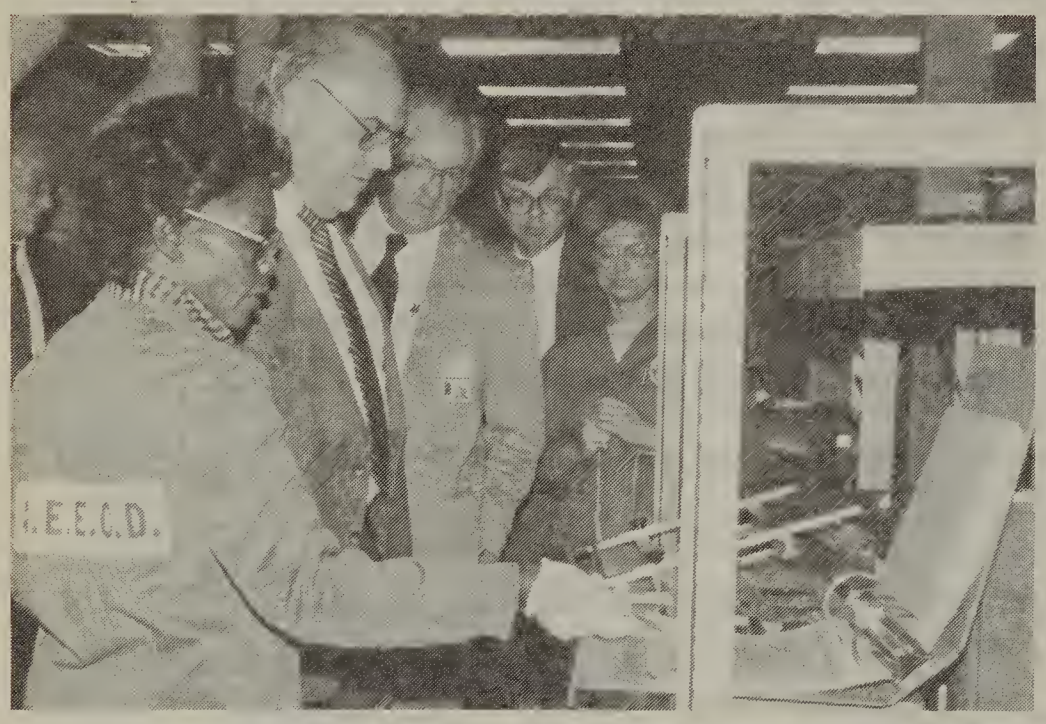
What does she do now on her day off?

"I exercise. I go to aerobics classes at the YWCA or the north facility (American Health and Fitness Club-north). But going those places is different. It's for me, and it's just for fun," she explained.

Bonnie Magnuson, women's division manager at the health center, said Hazel was an inspiration to the club's membership. "She's the best motivator we have because of her age and her enthusiasm.

"I wish our 20-year-old members had half the energy she does. Age doesn't have anything to do with it."

Employee involvement, communication part of ECD plan



Regular employee meetings are part of the overall employee involvement program at the Aircraft Engine Electronic Controls Department (ECD) at Taylor Street.

During the shift overlap period each day, employees meet with members of the shop operations support team to review quality concerns and problems from the day, said **Dennis Stuligross**, manager of electrical shop operations.

All shop operations employees also meet each Tuesday as a group. "Our purpose is to insure that all employees have a sound understanding of our customers' needs, business goals and future plans. We believe the people who best know the daily challenges and requirements of our jobs are those who are doing the work," said **Roger Clarke**, employee relations manager.

"In the meetings, a wide variety of topics are discussed. Employees are encouraged to bring up problems. When solutions are identified, they are communicated to the team prior to implementation so that everyone understands the new procedure to be used," added Stuligross.

Employees work as a team

"The main reason for the employee involvement program," said Clarke, "is to support our team concept which requires all employees to work together to meet customer high reliability product requirements. We believe that well-informed employees who have an opportunity to contribute to the quality of work life at ECD are the key to our success," he said.



As part of the employee involvement program at the Electronic Controls Department at Taylor Street, tours are given by members of the production team. Last week Carolyn Somers (pictured above, far right), an assembler-solderer, conducted a tour for several AEBG managers including Brian Rowe, senior vice president and group executive for Aircraft Engine. Also pictured with her (from left) are Mary Kelsaw, an assembler-solderer; Rowe; Frank Pickering, vice president and general manager of AEBG-Lynn Production Division; and Dale Weaver, manager of manufacturing operations for ECD. Dennis Stuligross (right photo) is shown coordinating part of last Tuesday's meeting. The meetings are part of ECD's emphasis on communication and teamwork.

DEC 5 1984

Hourly, nonexempt pay rates to increase Dec. 24

All hourly and nonexempt-salaried pay rates will be increased on Monday, Dec. 24 by this year's second cost-of-living adjustment. Hourly rates go up 15 cents, while nonexempt-salaried weekly rates advance $6.00

The size of the increase was determined a few days ago when the federal government reported October's Consumer Price Index for urban wage earners and clerical workers (CPI-W).

Under the contract negotiated by the company and the union in 1982, this year's total cost-of-living payment is based on the rise in this index from October 1983 through October 1984.

Over that 12-month period, this index rose 3.6%. Because the formula provides a one-cent-an-hour increase for each full 0.175% rise in the index, the total cost-of-living pay increase in 1984 is therefore 20 cents for hourly rates and $8.00 for nonexempt-salaried weekly rates.

Of this total, five cents were added June 25 to hourly rates and $2 to weekly nonexempt-salaried rates, leaving a balance of 15 cents to be added Dec. 24 to hourly rates and $6.00 per week to nonexempt-salaried rates.

There was also a 3% general increase last June in all these pay rates.

Good news

Tom Callant, manager of compensation, said this latest report on the nation's inflation continues the good economic news for most Americans. "Today's inflation rate is down considerably from the double-digit inflation of 1979 through 1981. This means that real earnings, in most cases, are rising, instead of being eaten away by inflation."

The Dec. 24 pay increase will maintain the favorable relationship that GE's pay has over the pay averages for production employees in U.S. manufacturing and Indiana. However, it will adversely impact on the competitive business position.

The increase in GE pay rates since 1982 has also been greater than the inflation rate.

Roll-up of benefits

This pay increase will also "roll up" the value of employee benefits. That's because benefits paid under several GE plans are linked directly to earnings. As earnings go up, so does the value of the benefits.

For example, those participating in the Savings & Security Program will automatically be saving more each payday and the company's 50% matching payment will amount to even higher savings.

General Electric News

NOVEMBER 29, 1984 — FORT WAYNE, INDIANA — VOLUME 66, NO. 45

Competitors fight for GE business

Quality important to maintain top position

"We have to build motors better than anybody in the world to keep our competitive position. The value we provide based on quality, service, performance and price is the key to success."

That's how **John Earlywine**, manager of sales planning for the Motor Business Group, said the Motor Business Group can maintain its top market position.

Although GE holds the top motor market position, many competitors are after GE business.

GE #1, Emerson #2

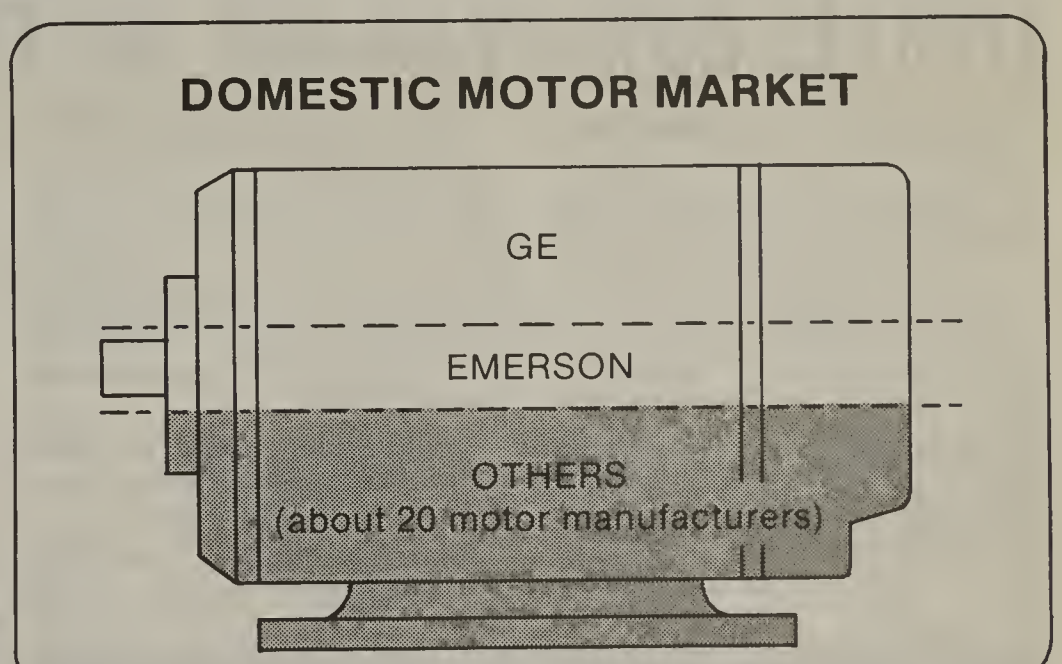
With a long-standing record of being number one, GE makes claim to about 30% of the domestic motor market. About half of all motors purchased domestically are produced by GE or Emerson Electric.

About 20 other competitors also compete in the ½ to 500 horsepower motor market. Some of them are Westinghouse, Baldor, A.O. Smith, Siemens-Allis, Marathon, Franklin, Reliance, Century, Fasco, Toshiba and Universal. In addition, 14 potential motor customers are building at least some of their own motors.

Competition is tough. Foreign competition, especially in the room air conditioning and the compressor markets is becoming a bigger factor. "Our competitors would love to have more of our business," said Earlywine.



Maintaining quality is the daily job of Dave Gilbert, a wire inspector. Dave is pictured checking the diameter of wire with a laser micrometer.



The domestic motor markets served by the Motor Business Group have declined following a peak in 1979. As demand has declined, competition has become more fierce with competitors seeking a larger share of a smaller market.

In late 1983, Emerson reorganized its motor group to increase their motor sales effectiveness.

Currently, Emerson is working hard to promote an image of joining GE as a technological leader. In a special paid advertisement in a recent trade magazine for the appliance industry, Emerson emphasizes quality, automation, energy efficient motors and motor performance records.

Fewer, bigger customers

Another change in motor business competition is in the size of the customers. According to **Gene Andert**, specialist in sales planning, the big customers are getting even bigger and therefore, more important.

He said, "The keys to being competitive are quality motors with strong service and a reputation for prompt delivery."

Because of the overall tighter economy, customers tend to carry smaller inventories. This means shorter delivery cycles are now required to win orders in today's competitive field.

"Quality is becoming even more critical," explained Earlywine. "We have to be the market leader with quality products—better than anybody else in the world—to win in the motor business."

'We have to be the market leader with quality products—better than anybody else in the world—to win in the motor business.'

Investment, GE employees give GE News a new look

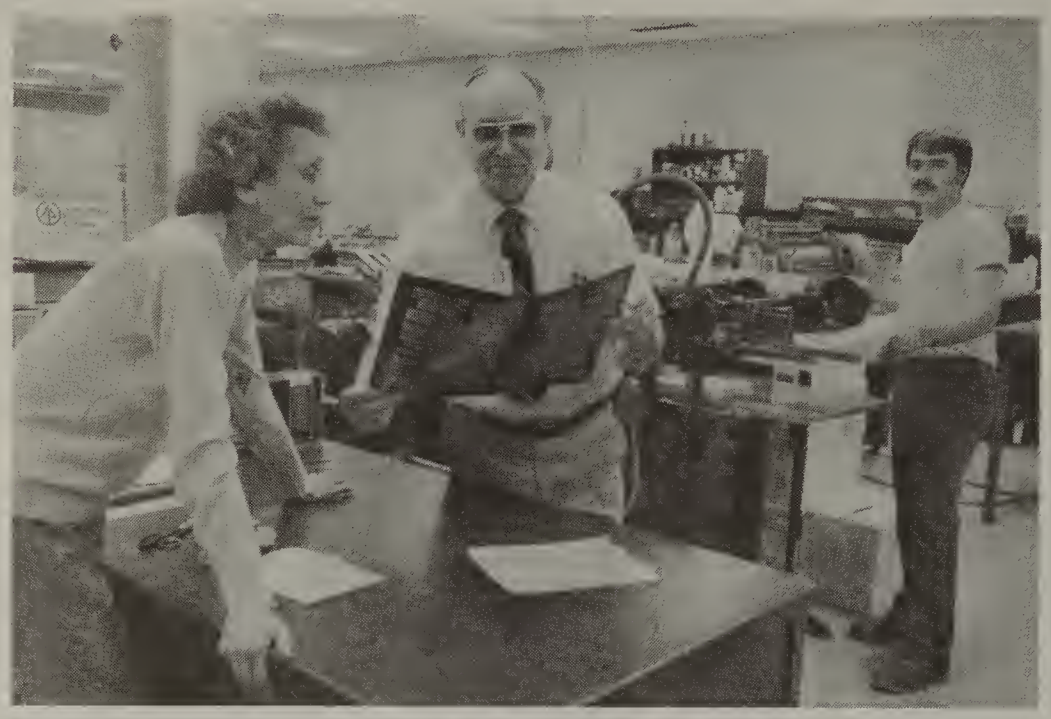
Does this edition of the **GE News** appear different to you?

It should.

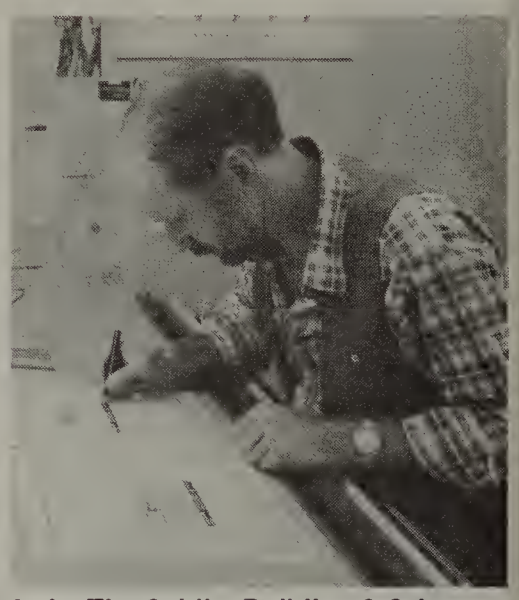
Probably the most noticeable difference in today's edition is the white paperstock. Traditionally, **GE News** has been printed by an outside vendor on newsprint.

Beginning with today's edition, the **GE News** will be printed by graphic reproduction employees in Building 8-2. **Paul Christlieb, Goldie Lehman** and **Darrell Resler** are responsible for the printing of today's edition.

Christlieb said his staff welcomes the challenge of printing the paper. "We're proud to be able to print the **GE News**," said Christlieb.



Graphic reproduction employees began printing the GE News with today's edition. Pictured (from left) are Goldie Lehman, process camera operator; Paul Christlieb, supervisor of graphic reproduction; and Darrell Resler, offset press operator.



Artist Tim Schlie, Building 8-2, is now responsible for the make-up of the GE News. He also redesigned the GE News banner for the front page.

Investment makes change possible

The changeover to having the **GE News** printed by Fort Wayne GE employees was made possible by a recent investment by the Motor Finance Operation in computerized typesetting and communication equipment.

Formerly stories were manually typed by the **GE News** editor who sent them to an outside printer to be retyped. With the new equipment, **GE News** Editor **Karen Horn** types the **GE News** stories on a word processor. The stories are then transmitted by telephone to Building 8-2 and received on a computerized typesetting machine operated by Artist **Tim Schlie**. This eliminates the step of manually typesetting the copy.

Schlie is also responsible for the make-up of the pages before printing.

According to **John Peirce**, manager of employee communication, the benefits of printing **GE News** in Building 8-2 are twofold. "In addition to improving the printing quality of the paper, we will recognize a cost savings by bringing the money we are spending for printing back into the General Electric Company.

"In effect, we can provide a better quality **GE News** at a lower cost to GE," added Peirce.

To promote the paper's new appearance, Area Services employees recently gave the **GE News** boxes a fresh coat of paint. Schlie redesigned the **GE News** nameplate, and the new design is stamped on the boxes.

"We're working to improve the **GE News** so employees will continue to consider it an important source of information about Fort Wayne GE," said Peirce.

Tickets now available for GE Club Christmas Party

The GE Club Children's Christmas Party will take place in the auditorium on Saturday, Dec. 8. Show times are 12:30 and 2:30 p.m. for GE employees, pensioners and their children. Tickets for the children only must be picked up in advance.

This year's party will feature Bill King and Jackie, an audience participation jugging act; Andrettis Sunshine Marionettes; Hap Hazards Comedy Trampoline Act; and Hap and His Comedy Car. Tickets may be acquired prior to Dec. 6 at the following locations:

Broadway: the GE Club; Employee Store; Building 4-Mark Sommers or Jean Nebehy; Building 8-Birdie Mollet; Building 18-Gloria Smith or Sally Eichhorn; Building 19-Terri Stewart or Sue Eme; Building 20-Al Bultemeier; Building 26-Lois Fuhrman; Building 27-Elaine Battenberg; Building 31-Mel Day.

Taylor Street: Luana Oehlhaffen, Helen Deahl, Julia Rhodes, Cindy Heffelfinger or Charlie Best.

Winter Street: Ida Yahne, Jerry Eifrid or Mark Jackson.



Bill King and Jackie will emcee the annual GE Club Christmas Party Saturday, Dec. 8.



The Sunshine Marionettes are one of the featured attractions. Shows will begin at 12:30 and 2:30 p.m.

6 employees get new jobs through POP

Following are the names of successful candidates listed by job number and position title for Promotional Opportunity Program positions posted since earlier this year:

71 -system designer, Motor Finance Operation, **Crystal Schneider**; 72 -- systogrammer, MFO, **Debra Roberts**; 92 -specialist-data processing, MFO, **Kevin Buuck**; 100 -secretary, Motor Production Department, **Maggie Slack**; 107 -requisition edit clerks, MPD, **Rossie Knuckles** and **Carol Moore**.

Adlets

RIDE WANTED

PAYNE OHIO TO TAYLOR STREET, 1st shift. I-419-263-2663.

FOR SALE

NATIONAL CASH REGISTER. 637-8353.
SNOWMOBILE, small, 100-CC, $40. 639-6462.
DRAPES, 2 pr., blue, 76"x40" & 120"x84", good cond., $25. 627-2015.
BARBIE DREAM HOUSE, completely furnished, like new cond., $45. 432-4991.
35MM YASHICA CAMERA w-strobe, $45. 749-2494.
CLARINETS, 2; AM-FM car 8-trk stereo; 26" girl's Huffy bike. 489-6223.
OAK END TABLE w-drawer, brass trim, ex. cond., $75. 747-7690.
AM-FM STEREO RECEIVER-PHONOGRAPH -CASSETTE w-2 spkrs. 432-3883.
PICK-UP CAP, Ford short-bed w-door, good cond., $75. 639-6408.
TIRES, 4, 20575RI5. 623-3184.
SEARS SELF-PROPELLED SNOW BLOWER, 3.5 HP, 20", new, nvr used, $350. 456-4624.
CHILD'S FARM WAGON, new, 42"x26", $75 or best offer. 672-2000.
GAS STOVE, good condition. 639-3137.
COWBOY BOOTS, sz. 8-1/2 D; basketball shoes, sz. 8. 485-5214.
CANOPY BED, double; stroller; cabbage patch dolls. 432-3309.
ELECTRIC FIREPLACE LOG. 489-3710.
DUPLEX NEAR BROADWAY, needs work, $10,000 or best offer. 484-8244.

FOR SALE

FULL-SIZE FOUR PLAYER PIN BALL MACHINE, good cond., $225. 749-2704.
FIREWOOD. 623-3621.
SILVERTONE FLUTE, reconditioned, new case. 639-6465.
BRASS BED, king-sz., w-box springs & mattress. 456-6226.
TWO BEDROOM HOUSE, SW of Huntington, $185/month. I-356-3439.
BOX SPRINGS, $20. 432-2328.
LAMPS: 2 end table, 2 dresser; Edison records; tire. 747-9489.
BATHTUB SLIDING GLASS DOORS, silver. 432-4108.
THREE BEDROOM HOUSE, hardwood floors, 2 car garage, fenced back yard. 422-9357.
'75 TOYOTA CELICA GT, 5 spd, sun-roof, 65,000 miles, like new, $2375 or trade. 627-5628.
EXECUTIVE HOME, NW, 2,400 sq. ft., large lot, mid-80's. 484-9230.
ALUMINUM FISHING BOAT, 12', $150; trailer, $40 or both for $180. 489-5670.
CHRISTMAS WREATH, nice, $10. 485-0102.
PUMP SHOTGUN, 16 ga., 30-06 bolt action; bike, $20; sled, $5. 424-8691.
MEN'S IMITATION SUEDE RANCHER JACKET, medium. 623-6373.
SERVICE MANUALS; '61 & '66 Chev., '70 Buick. 485-7160.
CHRISTMAS GIFTS: dolls, toy chests, unique items, 2017 St. Joe. Blvd. 482-6282.
SMITH-CORONA TYPEWRITER, manual, lightly used, prtbl, $50. 424-0748.
EPCOT/MAGIC KINGDOM TICKETS. one day, 2 adults & 2 children, half price. 485-9593.
MAYTAG DRYER, $125; ironing bd & iron, $7; twin tubs, $10; 2 hermit crabs in aquarium, $6. 422-7715.
'73 VW SUPERBEETLE, $850, rebuilt engine. 484-6164.
LOWREY ORGAN, 2 keyboard, Magic Genie chords, ex. cond. 432-2308.
STUDIO-SIZE BALDWIN PIANO, pecan finish, ex. cond., $1,500. 456-8930.
SNOW BLOWER, good condition, $80. 749-1816
CROCHETED ITEMS: neck scarves, baby sets, misc. items; cultivator for garden tractor, $28. 447-2280.
METAL TRACTOR SEAT, $5; gold velour chair, $50. 749-9320.

WANTED

METAL DETECTOR, ex. cond., call after 5 p.m. 432-6150.
LIONEL & AMERICAN FLYER TRAINS, any condition. I-724-8011.
ROCKING RECLINER LOUNGE CHAIR, reasonable. 447-1939.
SANTA CLAUS, Christmas Eve., 6 p.m., Yoder area. 622-7150.
OPRYLAND NASHVILLE, TN TICKETS, 4, for 1984. 638-4644.
SQUARE CARD TABLES, reasonable, please call Mon-Thurs. 456-5460.
YOUTH DESK. 489-3128.
ROLL AROUND TOOL CHEST, w-lock. 474-5531.
RECLINING ROCKER LOUNGE CHAIR, reasonable. 447-1939.

FOR RENT

ONE BEDROOM APT., near GE, $190/month plus util., stove & ref. furn. 449-0383.
TWO BEDROOM HOUSE NEAR GE, $250/month plus deposit. 426-3957.

FOUND

IN 18-1 CONFERENCE ROOM, grey & plum winter jacket vest. Pick up in E. Bdwy reception area.

SERVICE

WASH & IRON MEN'S SHIRTS - 80 starch, 70 no starch. 747-4361.
SWEETCAKES THE MAGIC CLOWN, magic, comedy, live animals, & more. Christmas shows. 745-1545.
CONCRETE CONSTRUCTION: repair/replace eves. 446-5643.



Suggestion earns $551

Woody Shelburne (center), a maintence electrician, received a $551 suggestion award for his suggestion to improve the operation of the automatic plating machine. Jim Webber (left), manager of maintenence, said the suggestion will reduce maintenence costs and will result in improved safety. Also pictured is Supervisor Gene Trabel.

GE to hold auction Saturday at Taylor St.

GE will hold an auction Saturday, Dec. 1, at 10 a.m. at Taylor Street. Several "surplus" items will be sold. Included in the auction are a tractor, welders, shop stools, carts, shelves, office equipment, combination locks, industrial batteries and flourescent fixtures.

In memory

Emilia C. Benton, Huntertown, died Nov. 19. She worked in Building 26-4 prior to retiring in 1954.

Roy E. Hill, 3318 E. State St., died Nov. 16. He was a rotor inspector in Building 17-2 prior to retiring in 1972.

Rollin T. Eagleston, Rome City, died Nov. 15. He was a power room operator at Taylor Street prior to retiring in 1975.

Ray M. Chapman, 2707 St. Louis Ave., died Nov. 13. He was a repunch press operator in Building 17-1 prior to retiring in 1968.

Robert H. Johnson, 1510 Dell Cove Dr., died Nov. 12. He was an industrial motor engineer at Taylor Street prior to retiring in 1975.

Dennis A. McKering, 824 Walnut St., died Nov. 12. He was a plumber at STO prior to retiring in 1963.

Jay J. Rippe, 5506 Old Dover Blvd., died Nov. 12. He was a mold and die maker in Building 17-2 prior to retiring in 1979.

Bowling

Friday Nite Ladies 11/16/84

Bessie Shields	196
Pattie Greer	192

GE Office 11/19/84

Dave Rodewald (235-228)	639
Art Hartman 9215-215)	631
Wayne McClure (234)	626
John Hunnicutt (214-213)	603
Larry Elwood	227
Leroy Collins	226
Jim Weiks Jr.	226
Dave Locker	216
Dave Knepple	212
Roy Elwood	212

Friday Nite Ladies

Sandy Gerdom	208
Thekla Papen (181-184-149)	514
Bessie Shields (154-188-168)	510

GE Office 11/12/84

Steve Scherer (237)	617
Ed Fischer	224
Barry Confer	222,211
Henry Helberg	211
Jay Miller	211
Bob Henry	210

Small Motor

Kevin Logan (246-224-248)	718
Vern Doehrman (242)	613
Dean Crum (223)	609
Greg Wiley	25
Kirk Baker	219
Steve Thomas	218
Bill Haddaway	216
Will Doehrman	214
Bob Stute	211

Seniors 11/8-9/84

Nellie Tappmeyer	190
Helen Letts	200
Connie Lipp	180
Thelme Muri	186
Pete Valsheff	202
Lloyd Pinkerton	201,209
Wayne Hege	202

Friday Nite Ladies

Carolyn Fromm	188
Gertie Jones	188
Diane McChessney	185

Apparatus 11/8/84

Kevin Logan (233)	613
Jim Hauguel	221
Lem Lehman	216
Mike Slater	215
Tom Schmitt	213
Jim Godfrey	213
Wes Dunkin	213

Seniors 11/2/84

Nellie Tappmeyer	191
Rachel Kelley	190
Helen Letts	180
Desi Ulrey	182

Seniors 11/1/84

Harvey Von Gunten (197-233-186)	616
Phil Stouder	225
John Kress	207
John Hunnicutt	201, 213
Bud Meese	209
Roy Johnson	212
Carl Metker	206
Kenny Miller	216

EMPLOYEE STORE OPEN ALL SATURDAYS IN DECEMBER, 10-3:30



6008

- AM/FM stereo receiver with built-in cassette player/recorder and full-size, semi-automatic turntable.

RETAIL $139.95
SPECIAL SALE $ 99.95

Soft, Pleasing Light In A 3-Way Bulb

GE Soft-White 3-Way Bulbs



$1.29



Your choice of 40, 60, 75 or 100-watts in handy 4-pack.

$2.29

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☐ Wanted ☐ Riders Wanted
☐ For Rent* ☐ Lost
☐ Free ☐ Found ☐ Service

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Ads must be received only on this form **by noon Friday** for publication Thursday. You may submit only one adlet per issue of the **GE News. No more than 40 letters per Adlet, please.** Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture

_____
Signature

5th increase in 10 years

Most GE retirees to get pension boost

An increase in pension payments to about 100,000 current GE retirees goes into effect Dec. 1. The increase, the fifth in the past 10 years, continues General Electric's tradition of voluntarily increasing pensions for current retirees when it is appropriate.

The increase will apply to all who retired before Jan. 1, 1984. It will amount to 5% for those who retired before Jan. 1, 1983, and will be proportionately smaller for those who retired during 1983, depending on the date the individual went on the pension payroll. Because of their short time in retirement, no increase is made for those who have retired in 1984.

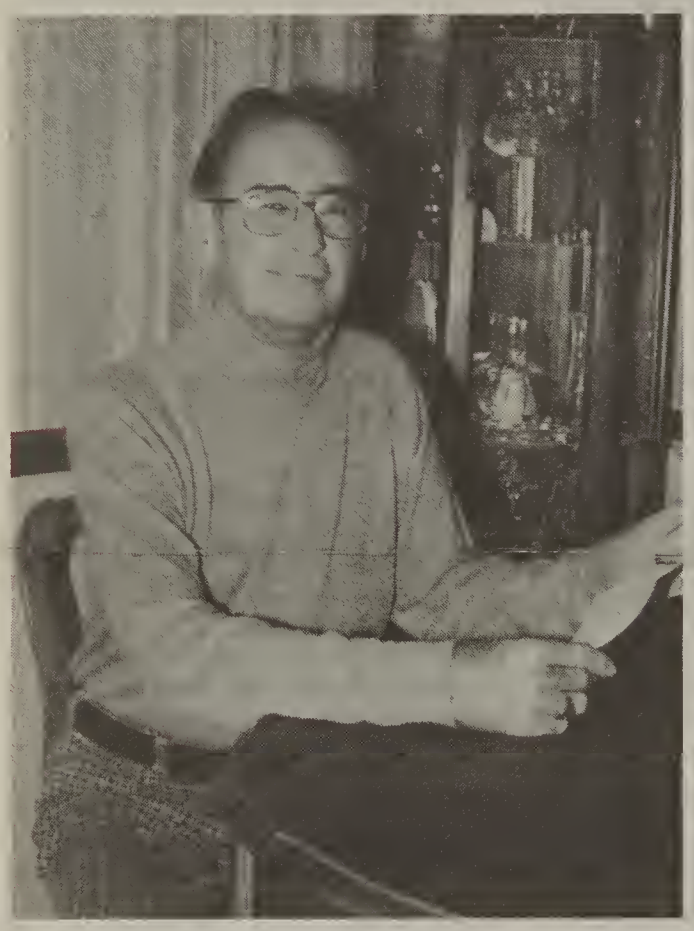
GE Chairman Jack Welch announced the increase in a letter to all those on the pension payroll who will receive the increase. "Thank you for your past contributions to General Electric," Welch said. "Our competitive success today, which supports the health of our pension fund and enables us to make this increase, is the result of your past efforts and those of our current employees."

Besides their GE pensions, most retirees who are age 62 or older receive monthly Social Security checks. Many also have supplemental income from their participation in GE's Savings and Security Program while they were employees.

Pensioners say pension raise will help with living costs

News of the 5% pension increase came unexpectedly to many GE pensioners.

"I thought it was super" is how retiree **Dick Horn** responded. This was the first pension increase for Dick since his retirement from Winter Street in 1981.



Retiree Dick Horn calls his pension boost "super."

"I remember the pensioners got a raise just before I retired, so I knew GE had given pension raises in the past," he explained.

"I'm happy with the raise. I think it's a fair one. It will help with the cost of living and with utility costs, which everyone knows keep going up. It all helps." he added.

Dick retired at the age of 61. "I thought it was better for me to retire early."

He spends his summers playing golf and working in the yard. During the winters, he admits, he has to look for more things to do.

Each week he does volunteer work for the Red Cross as a driver to deliver blood to the hospitals in Fort Wayne and the area.

Surprised by raise

Hulda Stuerzenberger was surprised by her raise. "I never got a pension raise before. That really helps!"she said.

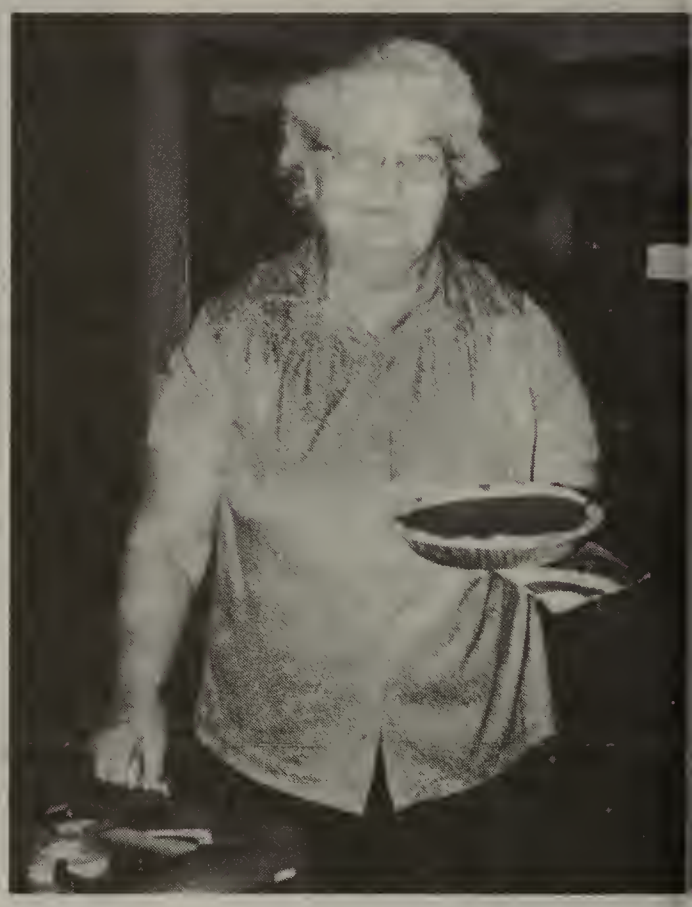
"When I retired, they didn't have those retirement seminars like they do now. We didn't know quite as much about our retirement then. I guess I always thought I would get the same amount forever."

"I've been lucky," said Hulda. "I've had good health in spite of two major surgeries since my retirement."

In addition to being active with church activities and Elex community service functions, such as Byron Health Center and the Cancer Society, Hulda travels in the summers. Last summer she took a trip to Europe.

"I worked at GE 37 years, and I had good years there," she said.

"I joined the Savings and Security Program when it first came out, and the rate of interest on savings was good," said Hulda. "My 37 years of service gives me a good pension, and with my Social Security money, too, I make about as much as I did when I was working. The amount they take out for taxes is less now. You know, I may be even better off."



Hulda Stuerzenberger was pleasantly surprised with the news of a pension increase.

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October S&SP prices listed

Here is the report on the prices for GE stock, Mutual Fund, and Holding Period Interest Fund used under the Savings and Security Program to credit participants' accounts.

The Long Term Interest Fund price for the last day of the month is also shown, as well as year-to-date annual income rates for both the HP and LT Funds.

Month	Stock Price	Mutual Fund Price	Holding Period Fund YTD Annual Income Rate (a)					Long Term Fund YTD Annual Reinvestment	
			Price	1981	1982	1983	1984	Price	Income Rate
Jan	$56.482	$32.991	$10.00	13.2%	16.5%	13.7%	13.0%	$10.42	11.8%
Feb	$53.206	$30.989	$10.00	13.2%	16.6%	13.7%	13.2%	$10.30	12.0%
Mar	$52.188	$30.915	$10.00	13.2%	16.5%	13.6%	13.2%	$10.14	11.7%
Apr	$53.825	$30.831	$10.00	13.1%	16.5%	13.6%	13.3%	$10.02	11.7%
May	$53.875	$30.845	$10.00	13.1%	16.5%	13.6%	13.3%	$ 9.76	11.6%
June	$53.250	$30.309	$10.00	13.1%	16.5%	13.6%	13.3%	$ 9.67	11.7%
July	$50.756	$29.953	$10.00	13.1%	16.5%	13.6%	13.3%	$ 9.83	11.8%
Aug	$57.158	$32.927	$10.00	13.1%	16.5%	13.6%	13.3%	$10.00	11.8%
Sept	$56.658	$33.236	$10.00	13.1%	16.5%	13.6%	13.3%	$10.13	11.9%
Oct	$56.065	$33.128	$10.00	13.1%	16.5%	13.6%	13.3%	$10.49	11.9%(b)

(a) The "announced" HP Fund Rate was **13.00% for 1981, 16.25% for 1982, 13.25% for 1983**, and **12.75% for 1984**.

(b) At October 31, 1984, the net current yield of the long term portion of the fund was 12.75%.

Parking lot change effective Monday

As announced the Oct. 25 edition of **GE News**, the lease for the East Fairfield parking lot will expire effective Dec. 1. Beginning Monday, Dec. 3, employees who formerly parked in the lot will be able to use the "yellow" lots on both sides of Lindley Ave.

In conjunction with the parking change, the gate hours at the Fairfield lot will be adjusted. The gate will be open 6 a.m. to 4 p.m. daily. Salaried employees who work later than 4 p.m. should park in the "red" and "blue" parking lots on Lindley Ave.

All Broadway medical services to be at Building 21

Beginning Monday, Dec. 10, all employees on the east side of Broadway who require medical service should report to Building 21.

The Building 8-1 medical service is being discontinued because of the reduction in the number of employees on East Broadway due to the transfer of the hermetic motor production.

"With fewer employees on the east side of Broadway, we can eliminate a business cost and continue to provide quality medical service in Building 21 to all Broadway employees," said **Dr. Jim Chase**, MBG medical director.

General Electric News

DECEMBER 6, 1984 FORT WAYNE, INDIANA VOLUME 66, NO. 46

Several retire with hermetics

Employees bid farewell to hermetic motor operation

They stayed alive 'til '85.

That was the goal of the all-employee program of the hermetic motor production operation. Eight employees who will also be retiring from hermetics Jan. 1 met with GE News last week to bid farewell to the hermetic motor operation, where together they had accumulated 213 years of service.

For some, the product transfer from Building 17 influenced their decisions to retire.

"This is the third time I started to retire," said **Wendell Nierman**. "But this time I decided to leave with hermetics. I have been here 43 years, and I have only had five days without a job. I think that's an accomplishment," he added.

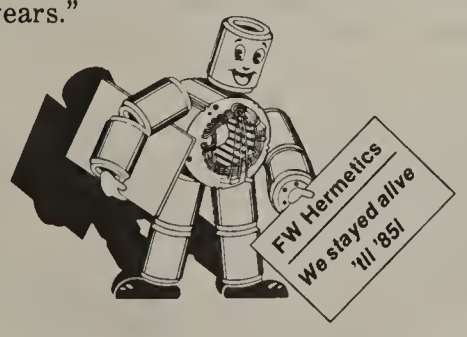
"I'm going to bake—not buy—for my grandchildren," said **Lois Turrin**. "Sometimes I feel I have cheated my grandchildren by working. But I have deep feelings for hermetics. There is a camaraderie here. There is a feeling of one big happy family. The secret to that feeling has been the people who run the department. They were always among employees and called us by name."

Hermetics was 'home'

Virginia Dague wasn't sure she wanted to retire. She was offered another job in another building, "but it wasn't like hermetics, where they always made you feel you were part of the team," she said. "You always felt like a person—not a number—at hermetics."

Virginia plans to go to Florida. "I feel comfortable with the pension I'll be getting. I'll have to watch my spending, but I'll budget it," she explained.

"I was going to retire in the spring. But I thought I would go with the ship," said **Emma Lou Stegmann**. "I'm one of the 'young ones' at hermetics—I only have 21 years of service. I came back to work in 1964, and I intended to work for a few months. It's been 20 years."





Proud of their combined 213 years of service to the hermetic motor operation, these hermetic motor employees will be saying farewell to GE and to the hermetic motor operation Jan. 1 when they retire. Pictured in the front row, from left, are Virginia Dague, Dottie Askren, Lois Turrin and Keith Spiker. Standing are Ruth Knight, Emma Lou Stegmann, Wendell Nierman and Al Bearman.

Pride came with motors

All of the employees spoke of the pride in their work on hermetic motors.

"We have all had a sense of pride. We worked like a bunch of troopers until the last stators went off the line," said Dague.

"But we know hermetics is in good hands in Scottsville," said **Ruth Knight**. "We have some good people down there from Fort Wayne. They're going to have good guidance building hermetic motors."

"We always put pride in our product," said **Keith Spiker**.

"We have all built up a strong relationship with our jobs because we have been doing them so long. Fort Wayne hermetics was often required to build the most difficult models. That's because they knew we could."

The hermetic motor production employees have a lot to be proud of, according to **Dottie Askren**, plant relations manager, who is also retiring Jan. 1.

"One typical example of our group's attitude was our experience with the 60-frame motor. It was expected to be an unprofitable line when it was given to us. We made it a profitable line," she explained.

"Hermetic employees in Fort Wayne have always had the desire to work together. We were a team."

Phillippe Winners - GE people serving society

Do General Electric employees feel a responsibility to help others and serve their communities? If you can judge from the efforts and achievements of the 1984 Phillippe Award recipients, they do. This article describes the community service efforts of some of the award recipients, including the Fort Wayne Elex Club. Another local example of GE employees serving others is **Tharnell Hollins**, whose story is on Page 4.

A total of 28 employees received Gerald L. Phillippe Awards this year in recognition of their efforts and achievements in serving society and their communities. The awards are named for the late Gerald L. Phillippe who was Chairman of the Board of General Electric at the time of his death in 1968 and who devoted much of his personal time to community service.

Here is a brief summary of the work of seven of the 1984 recipients:

- Elex Club, Motor Business Group, Fort Wayne, Ind. was honored for its volunteer community service. Elex has established an impressive record of sustained volunteer work and support for many community groups and people in need.
- Michael P. Mangano, Large Transformer Operation, Pittsfield, Mass. For 22 years, Mick Mangano and his wife, Jan, have provided a home to more than 50 foster children, some with severe mental and/or physical handicaps. They have adopted three of these foster children.
- Dennis R. Smith, Vallecitos Nuclear Center, Pleasanton, Calif. has worked with Shepherd's Gate, an emergency shelter for women and children he was instrumental in founding.
- Maurice D. Whitaker, Nuclear Energy Business Operation, San Jose, Calif. has devoted himself to helping people through CONTACT of Santa Clara county, part of a nationwide volunteer telephone service for crisis counseling.
- Stephen M. Purcell, Jr., Transformer Business, Hickory, N.C. is a community leader for programs for the handicapped and has served as chairman of the Mayors' Committee for the Handicapped. He led a building fund campaign to raise money for new facilities for a sheltered workshop.
- Paul Caron, Transportation Systems Business Operation, Erie, Pa. has served in every GE community he has lived in. He is currently a member of the Board of Trustees at Edinboro University and is a key member of that school's Handicapped Olympics Committee. Paul also counsels newly identified cancer patients and their families.
- Gene Krumnacher, Factory Automation Products, Charlottesville, Va. has been instrumental in implementing programs for alcohol and drug abuse in the state of Virginia.

GE employees share $35.6 million in GE stock credits

More than 237,000 GE employees—including nearly all Fort Wayne GE employees—are sharing in a total of $35.6 million in GE stock as a result of the most recent GE contributions to the GE Employee Stock Ownership Plan.

Plan covers 1983

The company payment covers the 1983 plan year. It will result in each employee being credited with $5.33 worth of GE stock for each $1000 of his or her GE earnings in 1983.

This means that if you earned $20,000 in GE pay during 1983, your ESOP credits for 1983 will be $5.33 multiplied by 20 (or $106.60) in GE stock. These credits are being added to any previous credits you may have received under ESOP.

GE finances the Employee Stock Ownership Plan under a government-encouraged arrangement. It allows the company to provide an amount equal to one-half of 1% of its yearly payroll costs for the purchase of stock for distribution to employees, thus making virtually all employees stockholders in the company.

Good tax shelter

Credits go into an employee's ESOP account each fall according to his or her earnings the previous year. The stock remains in each employee's account collecting dividends, which are reinvested. Employees receive the accumulated shares at retirement, or when leaving the company for some other reason. The plan provides a tax shelter since the shares and dividends are not taxed until an employee retires.

The newly announced credits for 1983 earnings provide participants with an average of 2.7 shares of stock. On the average, an employee who has participated in ESOP credits during the six years of its existence has been credited with an average of 14.3 shares of stock. The employee will also have received an additional 2.5 shares as a result of automatic dividend reinvestment, for a total of 16.8 shares.

The current value of the stock received through ESOP by the average employee is about $1,000. The plan first became effective in 1978. Since that time, GE has provided ESOP participants with a total of 3,423,200 shares valued currently at nearly $200 million on the New York Stock Exchange.

In 1978, when ESOP became effective, GE stock was valued at about $26 per share. In the ensuing six years, its value has nearly doubled. Many analysts point out the growth in the value of the company's stock is due not only to the general economy but also to the company's direction and the effort of its employees.

Conrad decided to keep his stock



Retiree Arnold Conrad

Arnold Conrad decided not to redeem the shares of GE stock he acquired through the Employee Stock Ownership Plan (ESOP). He, like all GE retirees, received a notice shortly after his retirement last year, that he could redeem his shares of GE stock or keep them.

"I didn't want to sell my GE stock," said Conrad. "I"m getting dividends on my shares, and I don't really need the money right now. I'll gamble that they'll go up in value. GE's a good company."

Conrad also received additional shares of stock when he retired by Vacation Banking three weeks of vacation pay in GE stock.

"My pension is adequate right now, so I just have the company reinvest the dividends on the stock," he added. "In the future I might need some money—you never know. But in the meantime, I'll keep my GE stock."

Cards mailed with bonds can help save taxes

Employees who receive bonds in the January Savings and Security Program distribution should retain the cards that accompany them, advises **Doyt Schaadt**, manager of personnel accounting and banking. These cards should be kept with each set of bonds to determine "tax cost" when the bonds are sold. (See sample of card below.)

U.S. Savings Bonds purchased with employee contributions to the S&SP are treated differently for tax purposes than bonds purchased with company matching payments, Schaadt explained.

Consider original price

When employee contribution bonds are redeemed, the original issue price should be treated at the participant's cost when computing taxable interest income.

Bonds purchased with company matching payments, however, are treated differently by the IRS. These bonds will be accompanied by a card that shows the price to be used as the owner's cost when computing taxable interest income. The prices shown on the cards are the redemption values of the bonds on the delivery date (January 1984).

Banks report to IRS

Schaadt said that banks are required to report the original issue price to the IRS as the employee's tax cost. That is accurate for bonds purchased with employee contributions. However, if employees use the original issue price as their tax cost in computing interest income on company-purchased bonds, they will overpay taxes.

Schaadt recommends that employees send a copy of the card containing tax cost information to the IRS along with their tax return. He also advises employees to consult their personal tax adviser.

If the owner of the bonds has elected to report all Savings Bond interest annually on the accrual basis, these tax cost figures will be used in computing accrued increases in the value of the bonds.

For more information on IRS treatment of U.S. Savings Bonds, consult the S&SP Prospectus.

U.S. Savings Bonds rate rises

The latest semiannual interest rate announced for U.S. Savings Bonds is 10.94%. This rate applies to Series EE Bonds purchased between Nov. 1, 1984, and April 30, 1985. Older Series EE and E Bonds will also receive this market-based rate for six-month interest periods which start between Nov. 1, 1984, and April 30, 1985.

Interest rates for new Series EE Bonds change every six months. The rates are tied to market interest rates.

Bonds held five years or more not only earn market-based interest but also come with a guaranteed minimum rate of 7.5% a year, compounded semiannually.

Many employees buy U.S. Savings Bonds through the Savings and Security Program.

The average yield for bonds held since the beginning of the market-based interest program Nov. 1, 1983, is 10%.

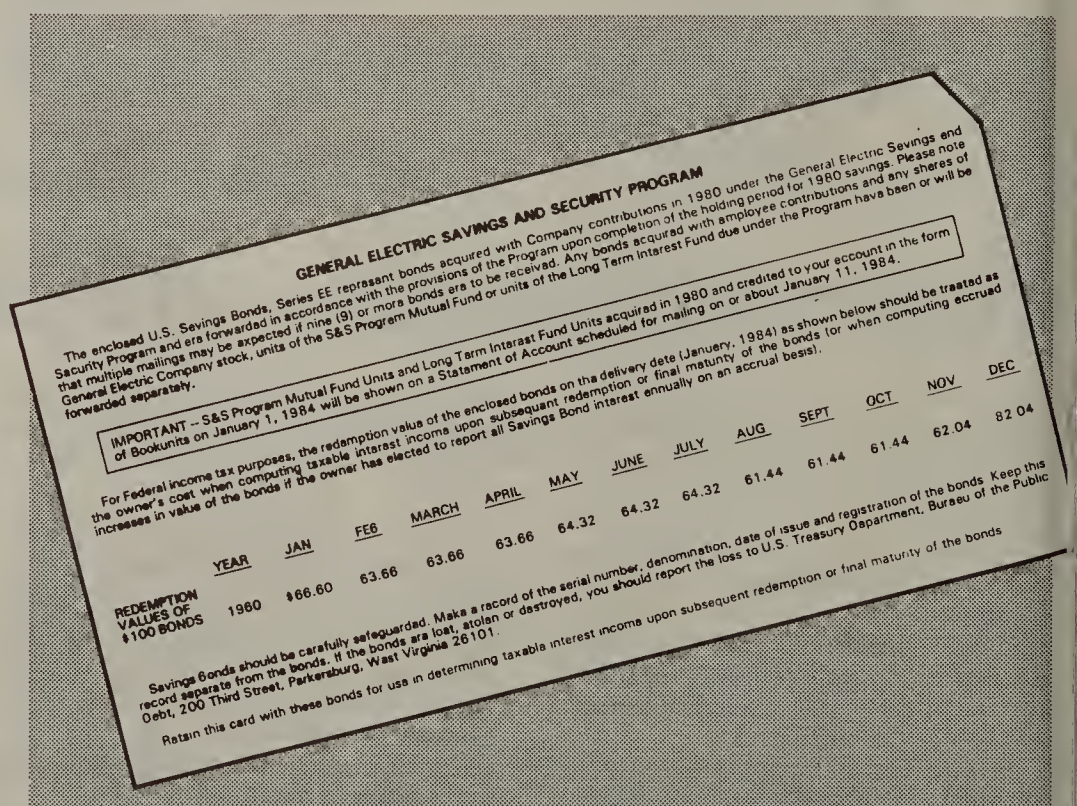
Bonus Discount Program offers savings on microwaves, TV, VCRs to employees

Through a special employee Bonus Discount Program, several GE television and video products are eligible for special employee discounts.

The program allows employees to purchased up to two program-eligible television models and two program-eligible VCR models.

The offer is available until Dec. 31, 1984. The deadline for the Bonus Discount Program on several GE microwave ovens has been extended to Dec. 31.

Information about eligible products and their discounts has been posted on bulletin boards and is also available at employee relations offices and at most area retail stores carrying GE products.



GENERAL ELECTRIC SAVINGS AND SECURITY PROGRAM

The enclosed U.S. Savings Bonds, Series EE represent bonds acquired with Company contributions in 1980 under the General Electric Savings and Security Program and are forwarded in accordance with the provisions of the Program upon completion of the holding period for 1980 savings. Please note that multiple mailings may be expected if nine (9) or more bonds are to be received. Any bonds acquired with employee contributions and any shares of General Electric Company stock, units of the S&S Program Mutual Fund or units of the Long Term Interest Fund due under the Program have been or will be forwarded separately.

IMPORTANT -- S&S Program Mutual Fund Units and Long Term Interest Fund Units acquired in 1980 and credited to your account in the form of Bookunits on January 1, 1984 will be shown on a Statement of Account scheduled for mailing on or about January 11, 1984.

For Federal income tax purposes, the redemption value of the enclosed bonds on the delivery date (January, 1984) as shown below should be treated as the owner's cost when computing taxable interest income upon subsequent redemption or final maturity of the bonds (or when computing accrued increases in value of the bonds if the owner has elected to report all Savings Bond interest annually on an accrual basis).

	YEAR	JAN	FEB	MARCH	APRIL	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC
REDEMPTION VALUES OF $100 BONDS	1980	$66.60	63.66	63.66	63.66	64.32	64.32	64.32	61.44	61.44	61.44	62.04	82.04

Savings Bonds should be carefully safeguarded. Make a record of the serial number, denomination, date of issue and registration of the bonds. Keep this record separate from the bonds. If the bonds are lost, stolen or destroyed, you should report the loss to U.S. Treasury Department, Bureau of the Public Debt, 200 Third Street, Parkersburg, West Virginia 26101.

Retain this card with these bonds for use in determining taxable interest income upon subsequent redemption or final maturity of the bonds

Employees who receive bonds in S&SP distributions should retain the cards accompanying them to determine "tax cost" when the bonds are sold.

General Electric News

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GENERAL ELECTRIC

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Two retire Dec. 1

Roy L. Brokaw retires with 32 years of service. He was a transition specialist in Building 19.

Percy Dance Jr. retires with 17 years of service. He was a line loader at Taylor Street.

GE Club Party Sat.

Two shows will be featured at the annual GE Club Children's Christmas Saturday, Dec. 8, at the GE Club Auditorium.

2 shows featured

Show times are 12:30 and 2:30 p.m. for GE employees, pensioners and their children.

This year's entertainment will feature Bill King and Jackie, an audience participation jugging act; Andrettis Sunshine Marionettes; Hap Hazards Comedy Trampoline Act; and Hap and His Comedy Car.

Florida retirees meet

GE retirees who are in the west coast of Florida are invited to attend the annual dinner Thursday, Feb. 14, at St. Petersburg Beach. This year's dinner will celebrate 25 years of annual GE retiree dinners in the area.

The dinner will be at Colonial Gateway Inn on St. Petersburg Beach, 6300 Gulf Blvd.

For information, contact Robert Younghaus, 2117 Village Hill, Valrico, Fla. 33594.



Suggestion reduces scrap

John Pullen (center), an Area Services maintenance plumber, suggested a plumbing change for the shell-forming machine which will reduce scrap and tooling costs. Pictured with him are Bill Scott (right), supervisor, and Jim Webber, manager of maintenance.

Adlets

FOR SALE

TRUMPET. Valve & slide trombones. 744-5170.
CHRISTMAS TREES, you pick, we cut, S. Blue Lake, Harold Rd. 1-691-3894.
SEARS TREADMILL EXERCISER, not motor driven, $60. 485-9384.
WHIRLPOOL WASHER & GAS DRYER, matched set, $200. 447-2160.
FIRESTONE SNOW TIRES & RIMS, P195/-75R14, like new. 456-3307.
24" FIREPLACE GRATE, $5. 623-3184.
SLEEPER SOFA, blue floral, $50, call aft. 4 p.m. 749-0232.
100 WATT YAMAHA RECEIVER, reasonable. 484-1804.
GUNS AMMUNITION: 45 auto, 11 boxes; 9 MM, 7 boxes, $10 ea. 426-4485.
TRS-80 MC-10 COMPUTER w-16K module, great cond., 5 mos. old, $60. 749-8445.
CHRISTMAS BAZAAR, 12/8 & 9, 1431 Clara, grapevine wreaths, calicos & more.
SIX TIRES, 8.00x16.5, 8 ply rating, $10 ea. 432-2291.
CHRISTMAS TREE LIGHTS & DECORATIONS. 744-6375.
GREENLAWN CEMETERY LOTS, 4/$1200, choice location. 447-2280.
SNOWMOBILE SLEIGH; moped tire, 2.25x16; helmet, new, blk, $10. 745-2513.
30" GAS RANGE; Sears elec. dryer & deadbolt lock, call aft. 5:30 p.m. 446-8173.
'75 MERCURY, ps, pb, air, AM-FM, good second car, first $450. 749-5515.
WALL UNIT: custom 2 pc., bwn stain, 12 doors, 7'x7'x1-1/2', $600. 637-8534.
MINK STOLE, dresses, slacks, blouses, sz. 12. 432-6062.
APPLIANCES: gas ranges, $25+; refrig., good cond., $100; '76 T-Bird, loaded, ex. cond., $2,000. 747-0241.
BUMPER POOL TABLE, ex. cond., $100, call aft. 6 p.m. 447-6247.
CHRISTMAS TREE, 7', nice cond. 744-3435.
'82 LE CAR SPORT, 4 whl drv, sun roof, AM-FM cass., good cond., 8-12 noon. 424-7274.
HOUSE, 2 blks from T.S. Assume 8 ½% mrtg., 3 bdrm. 426-0039.
PORTABLE HEATER, 50,000 BTU, used 3 times. $95. 493-2241
CROCHETED CENTER PIECES, doilies, 54x72" afghans. 483-4396.
GE HEAT PUMP, 3 ton, like new, '78 model. $600. 639-6408.
CRAFTS. Dec. 8, 2519 Belle Vista Blvd., Waynedale. 9-5.

WANTED

MAN TO CUT TREE FOR THE WOOD. 424-5946.
WOMAN TO DO LIGHT HOUSEWORK, room & board. 456-1686.
ROLL AROUND TOOL CHEST w-lock. 747-5531.

FOR RENT

TWO PARKING SPACES, close to west gate. 424-8422.
ONE BEDROOM APT., $190 except light furnes; upper. Close to T.S. 449-0383.

SERVICE

CONCRETE CONSTRUCTION - repair/-replace. 446-5643.
SWEETCAKES THE MAGIC CLOWN - comedy, magic, live animals, fun Christmas parties. 745-1545.

FREE

PSYCH TODAY MAGAZINES, 1/68-12/75; Playboy, 1/72-12/75. 432-2734.
PUPPY, 2 mos., female, brown, med. size. 432-4207.

Elex calendar - January

14 Executive committee meeting, 4:45 p.m.. Elex office, GE Club.
14-15-16 Country Meadows painting class. 12x16 painting. Cost $20. Reservations are required.
22 Executive board meeting, 7:30 p.m., Building 18-1 Conference Room.

In memoriam

Emilia C. Benton, Huntertown, died Nov. 26. She retired in 1954.

Bowling

Small Motor 11/26/84	
Greg Wiley, 213	622
Kirk Baker	231
Leo Hile	244
Fleet Newhart	224
Ed Fischer	215
Francie Harter	210
Mike Bland	210
Gil Baker	218

Small Motor 11/22/84	
Ed Fischer	627
Marlin Leininger	212
Kirk Baker	210

GE Office 11/26/84	
Henry Helberg	232
Mike Rasor	221
Barry Confer	215
Larry Elwood	212

AT YOUR EMPLOYEE STORE



BC4
$12.99 mail-in 2.00 rebate
$10.99



BC8
$16.99 mail-in 5.00 rebate
$11.99



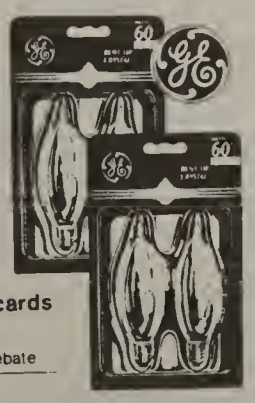
RSAA
$8.99 mail-in 3.00 rebate
$5.99



RSC,D,9V
$9.99 mail-in 3.00 rebate
$6.99



$14.99 F-392WH-"E"



2 two-bulb cards
$3.49
-1.00 mail-in rebate
$2.49

1030 Swinney Ave.
10-5:30 M-F

***ADLETS**
GE NEWS BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:
☐ For Sale • ☐ Ride Wanted
☐ Wanted ☐ Riders Wanted
☐ For Rent • ☐ Lost
☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form **by noon Friday** for publication Thursday. You may submit only one adlet per issue of the **GE News. No more than 40 letters per Adlet, please.** Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture

_____
Signature

Hollins spends after-work hours working with youth

Being the head basketball coach at Canterbury High School is a dream come true for Plant Protection Officer **Tharnell Hollins**.

Hollins has been active in starting programs for Fort Wayne youth for over two decades. Since his graduation from Central High School, he has coached athletic teams for players age 6 to adult.

Began after high school

"When I was in high school, we didn't have any black male coaches," said Hollins, who himself earned 12 letters in three high school sports. "I decided to step forward and get involved."

He began by forming a basketball team for boys ages 8 to 15 who couldn't make the high school teams. He also coached Little League baseball.

Thirteen years ago he formed the Cyclone Boys Club for boys 8 to 12 years old "to help keep them off the streets," explained Hollins. He is still active in the club created "to keep kids involved."

Hollins recently finished his eighth season as a football coach in the metropolitan inner-city football league. In his 18 years of coaching football, he has spent 10 years coaching for the Police Athletic League.

Besides athletics, Hollins formed the Summit City Sounding Board in 1980 and served as president three years. Still active as a member, Hollins explained the purpose of the sounding board is to stand in for an absent parent for youths who have problems in school.



Being head basketball coach at Canterbury High School is just one way Tharnell Hollins, plant protection officer, works with the city's youth. In addition to spending time with his own three sons, Hollins chooses to work with youth everyday. He has coached youth athletic teams for 25 years.

"We have so many single parent families who really can't afford to take off work when their son or daughter gets in trouble in school. We offer to go in and help the student," said Hollins.

For 16 years, Hollins has coached the Summit Athletic Conference All-Star team consisting of the city's best players. They compete against teams from other cities April through August.

The list of players he has coached reads like a list of who's who among Fort Wayne's best. Many weekends he listens to three basketball games at a time to hear how his former students are doing on their various teams. He has former players at such universities as Purdue, Marquette, Western Michigan and the University of Nevada at Las Vegas.

Inspired by scholarships

One satisfaction Hollins gets from coaching has been helping his players get scholarships to college in basketball. "I love seeing kids continue their education. It's like seeing a cake after it's been baked," he explained.

Hollins doesn't regret not going to college himself. He explained, "If I would have gone to college, I would have a job that wouldn't allow me as much free time as I have now. I probably would never have gotten as involved as I am now. As it is, I have a lot of free time everyday after my eight hours at GE are over."

Last year the Inner City Men's Club recognized Hollins as their Man of the Year. The award cited him for his work with inner city youth.

Although much of Hollins' work has been with inner city youth, his main interest is "helping kids—not black, not white—just kids." He said his seven-day-a-week schedule is not demanding. "I'm just doing things I enjoy doing."

Allee named manager of communication for MBG

Mike Allee has been appointed manager of communication and community relations for the Motor Business Group, effective Dec. 10. His appointment was announced recently by **Jerry Winkler**, manager of the Motor Relations Operation. Allee succeeds Chuck Welch, who was named manager of union relations communication for GE at corporate headquarters in Fairfield, Conn..

Allee will be responsible for employee communication programs for the Motor Business Group and for news media and community relations in Fort Wayne. He also will have employee relations responsibility for the MBG finance, employee relations and legal operations.

Allee is currently manager of communication and salaried employee counseling for GE's Drive Systems Operations in Salem, Va.

Following active duty with the U.S. Army as an information officer, Allee joined GE in 1970 as editor of the **GE News** at Appliance Park in Louisville, Ky. In 1973, he was named communication specialist in Louisville with communication and consulting responsibilities for home laundry, range, and dishwasher and disposal businesses.

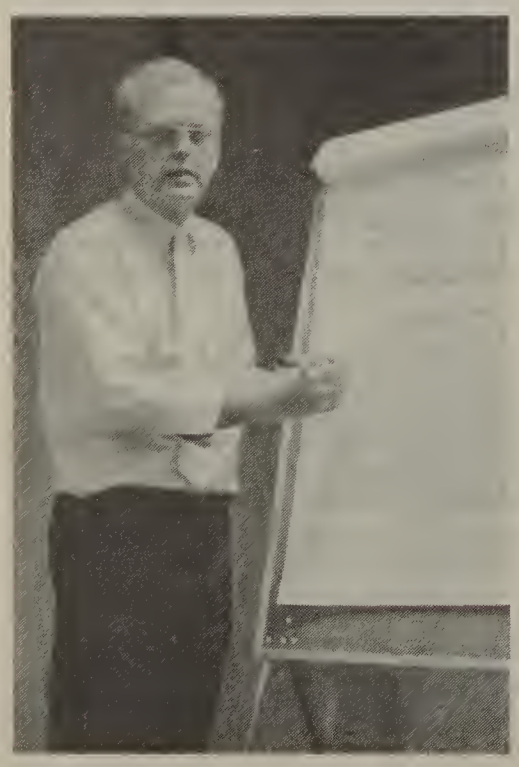
Allee was appointed communication specialist for GE's Drive Systems business in 1976. Following an assignment as salaried relations practices and communication specialist, he was named to his most recent position for Drive Systems in 1979.

"I'm looking forward to joining the Motor Business Group, and meeting and working with Fort Wayne employees," he said of his current appointment.

Allee is a graduate of the University of Missouri with a degree in journalism.



Mike Allee



Payne-Lendman help in job search skills

Ed Shea, senior consultant with Payne-Lendman, Inc., presented a seminar recently to professional employees affected by the recent Motor Business restructuring. Shea said follow-up studies by Payne-Lendman show 40% of the people who are affected by a business restructuring find a position better than the one they had; 40% find one equal to the one they left; and the remaining 20% have to take a lesser position. The seminar was conducted to give people support to prepare themselves to find a suitable position. Employees are also receiving assistance through the Job Opportunity Center, which has been moved to Building 8-2.

Lighting competitor to close plant

TROIS-RIVIERES, QUEBEC - Philips Electronics, Ltd., a competitor of GE's Lighting Business Group, has announced that it will phase out one of its two electric light-bulb manufacturing plants in this city.

Both plants were purchased in 1983 from Westinghouse Canada, Inc. Philips said it decided to close the older plant because of excess capacity in the world light-bulb market.

Paycheck distribution schedule listed

Because of the small "s" shutdown and production scheduling, regular distribution of paychecks for hourly-paid employees will be affected.

Every effort will be made to distribute checks at the time below, according to **Walt Nielsen**, manager of payroll.

Employees who will **not** be working as a result of shutdowns during fiscal week 51 (Dec. 17-21) may pick up the paycheck they would normally receive on Dec. 19 on Friday, Dec. 14. Paychecks for those employees will include pay for vacation days remaining in 1984.

Hourly-paid employees who **are** working fiscal week 51 may pick up their paychecks in the usual manner.

General Electric News

DECEMBER 13, 1984 FORT WAYNE, INDIANA VOLUME 66, NO. 47

Insurance claims kits mailed to employees

New medical insurance "claims kits" were mailed to employee homes this week to prepare employees for the change in processing of claims that will begin Jan. 1.

Connecticut General Life Insurance Company will process and pay all Comprehensive Medical Expense Insurance claims submitted by Fort Wayne GE employees for medical expenses incurred January 1, 1985, or later. This change in claims processing will not affect the benefit coverage provided to GE employees and their covered dependents under the GE Insurance Plan.

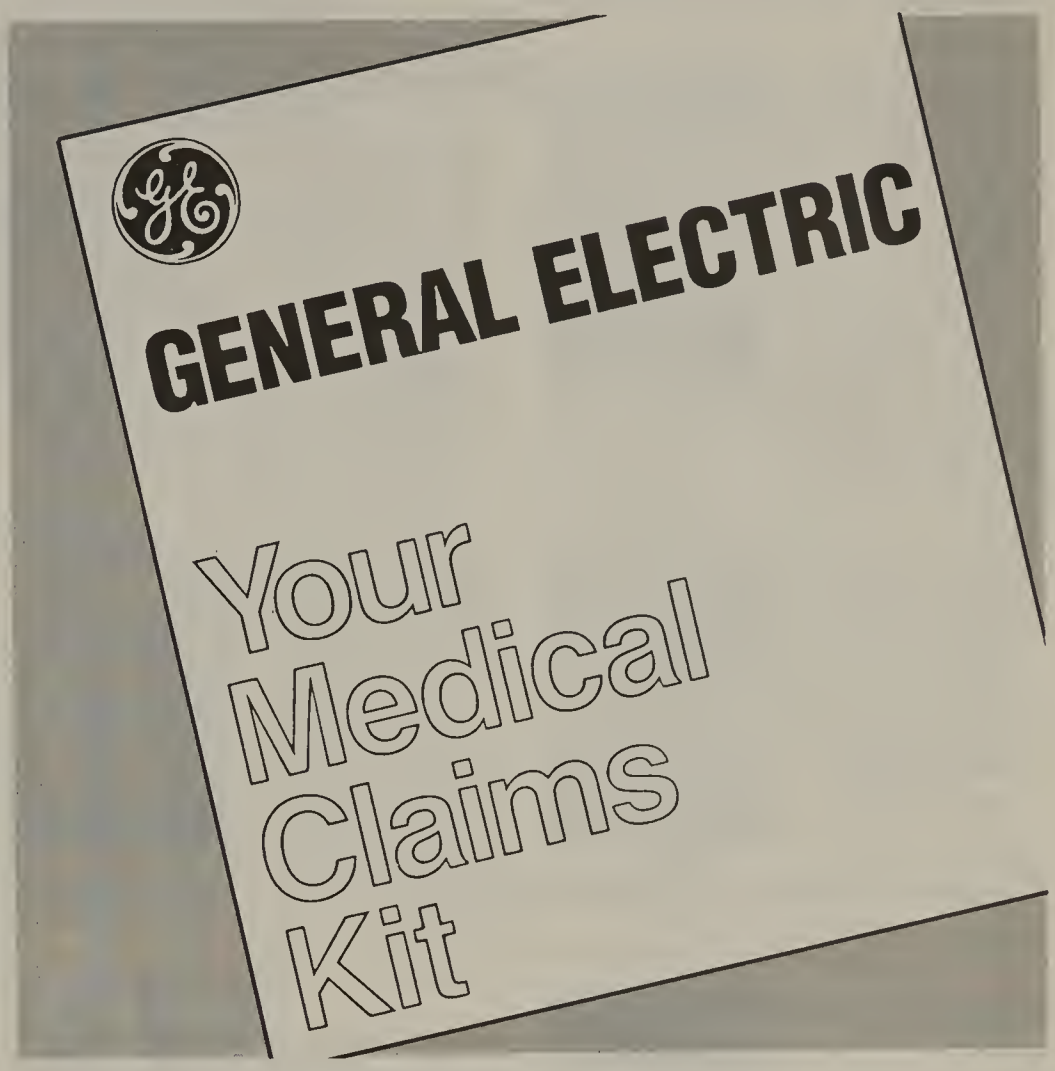
No change for pensioners

There will be no change in claims processing for pensioners. They will continue to submit claims as they have in the past, said **Doyt Schaadt**, manager of personnel accounting and banking.

Also, employee claims submitted for 1984 expenses will continue to be processed as in the past.

The claims kits include the following items designed to help employees in processing their claims:

- A claim form to be used in filing claims for expenses incurred on or after January 1, 1985. These claim forms are to be mailed directly to Connecticut General at the address on the claim form. Additional claim forms will be available from employee relations and personnel accounting offices after January 1. (Employees should continue to send current Metropolitan claim forms for 1984 Type A-2 and B non-hospital medical expenses to the Winter Street Insurance Operation, even if they are submitted during 1985.)
- A sample of the "Explanation of Medical Benefits" form employees will receive after submitting claims to Connecticut General. The form will include the name of the person who processed the employee's claim. Also, a toll-free "800" telephone number will be printed on the form so the employee can contact that person directly if they have questions about their claim.
- "A Guide to Your Explanation of Medical Benefits" that explains the Explanation of Medical Benefits form. Improvements in the explanation of benefits are designed to help employees keep records of their claims and payments.
- A Second Surgical Opinion Program claim form.
- A brochure explaining the General Electric Second Surgical Opinion Program.
- An illustration of the new Connecticut General identification card that will be mailed to employees later this month. This card should be used for hospital admissions and out-patient care beginning January 1, 1985. Until then, employees should continue to use their Blue Cross ID card. Employees who carry Comprehensive Medical Expense Insurance for dependents will receive two such ID cards.



Schaadt encourages employees to submit their medical claims promptly to ensure prompt payment.

Employees who have questions about the new procedure should contact their employee relations office for information.

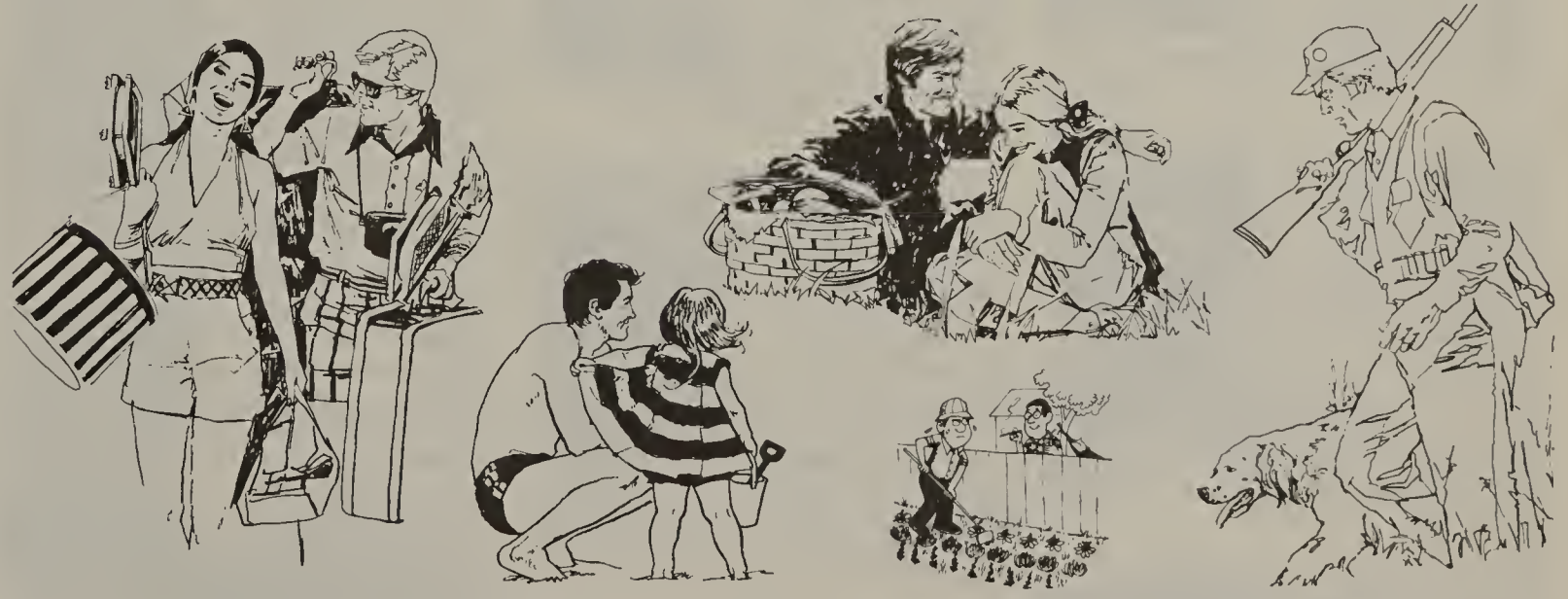
10 paid holidays give 6 long weekends

The schedule for the 10 paid holidays in 1985 will provide employees with six long weekends. The holidays will give three four-day weekends and three three-day weekends.

The holiday dates are as follows:

- New Year's Day - Tuesday, Jan. 1, four-day weekend.
- Good Friday - April 5, three-day weekend.
- Memorial Day - Monday, May 27, three-day weekend.
- Independence Day - Thursday, July 4 and Friday, July 5, four-day weekend.
- Labor Day - Monday, Sept. 2, three-day weekend.
- Thanksgiving - Thursday, Nov. 28 and the day after Thanksgiving, Friday, Nov. 29, four-day weekend.
- Christmas Eve - Tuesday, Dec. 24, and Christmas, Wednesday, Dec. 25.

In 1984, three holidays remain, Monday, Dec. 24, and Christmas, Tuesday, Dec. 25, New Year's Eve, Monday, Dec. 31.



Schedule for 1985 Vacation Shutdown set

Vacation Shutdown schedules for 1985 were established this week according to **Bill McShain**, manager of hourly and non-exempt relations.

The Motor Production Department plants at Broadway and Taylor Street (Section 14) will have three-week Shutdowns from July 22 through Aug. 9 (fiscal weeks 30, 31 and 32).

Because their business needs are different, the Wire Mill, Specialty Transformer and the Aircraft Engine Electronic Controls Department will have vacation Shutdown July 22 through Aug. 2 (fiscal weeks 30 and 31).

All Fort Wayne production operations will have a small "s" shutdown Dec. 23, 26 and 27 (fiscal week 52). Production operations are planning lack of work days for Monday, Dec. 30, and Tuesday, Dec. 31, with the scheduled start-up of production Thursday, Jan. 2, 1986.

Employees will be required to take their vacation during the scheduled Shutdown period. However, the needs of the business may require certain exceptions.

The vacation Shutdown dates were announced in conjunction with the holiday schedule for 1985. (See related story on this page for those dates.)

Many employees begin 1985 as retirees



Charles A. Lauer retires with 47 years of service. He began operating a stock winding machine in Building 4-4 and retires as a superviser at Broadway. "I applied, I was accepted, I worked and it was an eventful occurence. My family and I intend to make the future just as challenging."



Robert L. Klingel retires with 43 years of service. He began as a messenger in Building 4-6. He retires as a superviser at the Wire Mill. "The strength of General Electric lies in the number of excellent people. I have been fortunate to have worked with the best. I will miss them all."



Robert E. Shoaff retires with 43 years of service. He started as a finisher in Building 4-2 and retires as a meter calibrator at Winter Street. "My retirement plans include some traveling, gardening and caring for my fruit trees. I appreciate GE's pension plan for making this possible."



Hillard F. Butcher retires with 42 years of service. He began in the refrigeration department at Winter Street and retires as a design specialist at Taylor Street. "I plan to learn to live by a calendar in place of a clock."



Wilma L. Pfierman retires with 41 years of service. She began as a specialist at the Apprentice School and retires as a inject-coil-wind operator at Broadway. "I have enjoyed my work and the friends I've made over the years. Now I plan to enjoy my retirement the best way I can."



James A. Walley retires with 37 years of service. He began as a test engineer in Building 16-3 and retires as an engineer of regulatory agencies, standards and product safety at Broadway. "With early retirement, I will still get full medical and insurance benefits until I'm 65. That immediate S&SP payout without a three-year holding is also great."



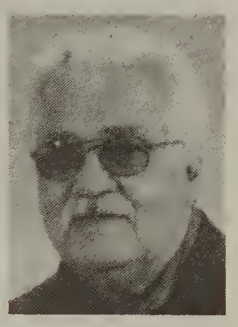
John F. Bierbaum retires with 43 years of service. He began in Building 26-3 and retires as an inspector in Building 4-1. "GE benefits have always been good, and I'll enjoy them always as I'll enjoy my pension days one day at a time."



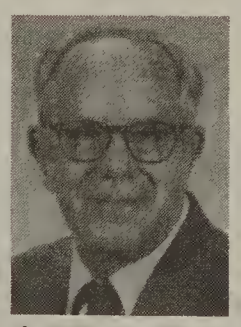
George Lambroff retires with 43 years of service. He began as an apprentice at the Apprentice School. He retires as manager of telecommunications with Area Services. "GE has been an excellent place to work. I really enjoyed communications. The many people I worked with I will miss, but now it's time to move on and enjoy other things."



James M. Sternberger retires with 43 years of service. He began a connector and assembler in Building 26-1. He retires as a stockkeeper for Area Services at Winter Street. "It's been a good 43 years. We will be visiting our son in San Juan. I hope to attend many jazz concerts and play many rounds of golf."



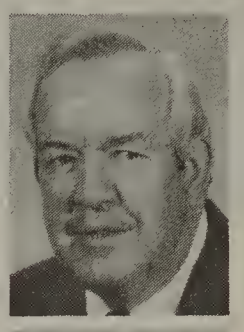
Wendell K. Nierman retires with 42 years of service. He began as an assembler in Building 26-3 and retires as a punch press operator in Building 17. "I intend to live each day as it comes and work in my woodworking shop."



Allen G. Ostrognai retires with 40 years of service. He began as an engineer in Small Appliance in Bridgeport, Conn. He retires as a product engineer at Taylor Street. "GE has been a dynamic place to work, offering many challenges. But now, it's home, garden and travel. There is a whole world out there."



Keith E. Spiker retires with 36 years of service. He began in accounting at the International GE Co. in New York and retires as a cost supervisor in Building 17. "My career with GE has been a most enjoyable and rewarding experience. I've worked with super people in a great company."



Carl W. Harmon retires with 43 years of service. He began as a packer in Building 19-5 and retires as a group leader at Winter Street.



John L. Leffers retires with 43 years of service. He began in sub-assembly in Building 6-4 and retires as a superviser at Winter Street.



Dorothy F. Askren retires with 42 years of service. She began as a general duty clerk in Building 26-5 and retires as manager of plant relations for the hermetic motor production operation in Building 18-4. "Joining GE was due to the influence of three GE friends. Those three have multiplied many fold—right along with other excellent GE benefits."



Kenneth W. Saalfrank retires with 42 years of service. He retires as a line loader at Winter Street. "I will do things I didn't do before. I will spend time at the lake and continue to work with the Boy Scouts."



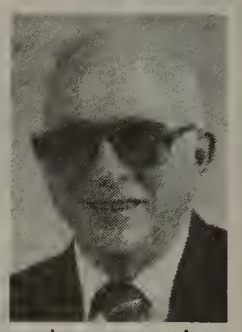
Loraine M. Papp retires with 39 years of service. She began in Building 26-3 and retires as a winder in Building 26-5. "The first thing I'm going to do is throw out the alarm clock, then hope to do some traveling. GE has been a good place to work."



Emma L. Stegmann retires with 35 years of service. She began in the FHP Motor Department and retires as a quality auditor in Building 17-3. "I made GE my career because the pay and benefits are the best. I plan to make garden and go to garage sales next summer."



Linda M. Rupert retires with 34 years of service. She began as a rotor winder in Building 4-3 and retires as a documentation specialist in Building 4-6. "I am going to get serious about my hobbies."



Garland K. Keister retires with 43 years of service. He began operating a stator winding machine in Building 4-4 and retires as a supervisor in Building 17. "After 43 years and seven months, I'm going to enjoy my retirement for a while. Then it will be short trips, gardening and fishing for me."



Harry D. Meads retires with 43 years of service. He began as a pre-gap tester in Building 26-3 and retires as a scheduler at the Wire Mill. "It's been a good, long time, and I enjoyed it. But retirement looks better now. Carol, the family and I will make it the best."



Junior D. Bowser retires with 42 years of service. He started in Building 4-1 and retires as a plant protection officer at Winter Street. "I'll enjoy doing as I desire. But I know I shall miss all my GE friends."



Marjorie L. Wall retires with 42 years of service. She started as a connect and assembler in Building 26-4 and retires as a time clerk in Building 26-1. "GE has been good to me. I will miss the many friends. We plan to travel and do the things we never had time for."



Joyce E. Baker retires with 28 years of service. She began as a steno-typist in Building 26-2. She retires as a secretary at STO. "The warm feeling I have toward the people I've worked for and with is a good retirement beginning. Now, I look forward to the luxury of spending more quality, relaxed time with family and friends."



N. Ruth Knight retires with 38 years of service. She began as a restaurant worker in Building 16-3 and retires as a quality auditor in Building 17-3. "GE has been a nice place to work. The management and my co-workers have always been good to me. The insurance benefits have been a lifesaver."

Hobbies, travel appeal to many Jan. 1 retirees



Virginia M. Dague retires with 32 years of service. She began as a kayser winder in Building 17-3 and retires as an insulator in Building 17. "I will spend a lot of time with my granddaughter and taking time day by day, doing hobbies and volunteer work."



Evelyn Morris retires with 23 years of service. She began as a tie winder in Building 17-3 and retires as a repairer at STO. "I made GE my career to help my daughter through college and stayed on to have payment for utilities in my older age. No better paying job can be found without special training."



Angelo F. Trentadue retires with 17 years of service. He began as a specialist in methods and time standards and retires as a method specialist in Building 18. "I am retiring with pleasant memories of all the people I have worked with. It is time now for fishing, traveling and hobbies."



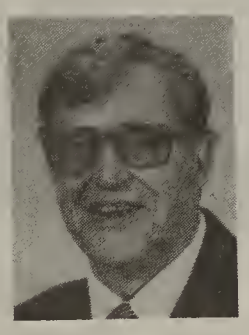
Raymond J. Kirk retires with 41 years of service. He began in Building 4-2 and retires as a lab technician at the Wire Mill. "I enjoyed my many years at GE. I especially appreciated the medical benefits. I plan to take each day as it comes. Thanks to all my friends."



Wanda J. Hoaglin retires with 22 years of service. She started as a assembler at Taylor Street and retires as a process winder at Building 4-5. "While working at GE, I have been offered both opportunities and security. Now I will travel, enjoy my family and accept whatever life holds for me."



George L. Windsor retires with 18 years of service. He began as a drill press operator in Building 4-2. He retires as a insulation maker in Building 4-2. "Working for GE was swell. The insurance was the best. I'll be taking retirement one day at a time."



Richard E. Fifer retires with 18 years of service. He began as a stacker and retires as a plumber for Area Services at Winter Street.

General Electric News

Published every week by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here.

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Others join retiree ranks Jan. 1

Other retirees include **Randolph L. Houlton** with 39 years of service. He began as a test engineer at Erie, Penn. He retires as manager of the advanced technology operation. Other Jan. 1 retirees include the following: **Arlene M. Helberg**, 45 years of service, Building 6-3; **Donald W. Borne**, 43 years of service, Taylor Street; **Paul Lichtsinn**, 43 years of service, Building 20-1; **Carl W. Lommatzsch**, 43 years of service, Taylor Street; **Jack W. Underhill**, 43 years of service, Building 17; **Jeanne E. Gladieux**, 42 years of service, Taylor Street; **Violet V. Longardner**, 42 years of service, Building 17-3; **Philip E. Lydy**, 42 years of service, STO.

Also retiring are **Clyde H. Nicholson**, 42 years of service, STO; **Marion I. Miller**, 42 years of service, Building 4-5; **George R. Culp**, 41 year of service, STO; **Janice C. Egolf**, 41 years of service, Building 17-4; **Pauline A. Fast**, 41 years of service, Building 4-6; **Eileen R. Shuster**, 41 years of service, Building 4-5.

Other Jan. 1 retirees include **Ferbie Droddy**, 38 years of service, Winter Street; **Robert E. Gorman**, 38 years of service, Taylor Street; **Wilbur E. Sexton**, 33 years of service, Taylor Street; **Samuel Cole**, 32 years of service, Building 17; **Bernard J. Reuille**, 32 years of service, Taylor Street; **Betty G. Campbell**, 30 years of service, Building 19-2; **Kathleen E. Beckman**, 25 years of service, Building 4-4; **Lois G. Turrin**, 22 years of service, Building 18-4; **Alvin H. Bearman**, 20 years of service, Building 17-3; **Kathlerine J. Beerman**, 18 years of service, Building 6-4; **Elda Schuller**, 18 years of service, Broadway.

Adlets

FOR SALE

SNOW TIRES on GM rims, E78-14, $50; 4'x8' drywall sheet. 749-9320
GRABILL KITCHEN CABINETS. fruitwood, stove & range.
'65 FORD PICKUP, half ton, no rust, best offer. 447-6890.
TYPEWRITERS, Royal, prtbl or std.; men's bowling ball & bag; lady's hairdryer w-dome. 747-3871.
GIRL'S 20" SCHWINN BICYCLE. 456-4914.
'80 HONDA ACCORD, tan, stereo, runs good, reasonable. 483-0117.
VIOLIN, bow and case, $60. 483-0738.
COFFEE TABLE, 50"x20", good cond., $15. 456-9337.
'75 TOYOTA CELICA, 65,000 miles, like new, sunroof, much more, $2,350 or offer. 627-5628.
ELECTRIC HEATER; water foot massage. 432-6062.
19" COLOR TV & STAND, excellent picture. 440-2962.
LONG NEEDLE PINE BOUGHS for wreaths & decorations. 483-1423.
APPLIANCES: ranges, refrigerators, $25+; '76 T-Bird, loades, ex. cond., $2,000. 747-0241.
CHRISTMAS TREES, you pick, we cut, S. Blue Lake, Harold Rd., $5+. 1-691-3894.
STUDIO SIZE BALDWIN PIANO, pecan finish, ex. cond. 456-8930.
GIRLS ICE SKATES, 2 pr., almost new, sz. 6, were $36.95. 484-6394.
TORO S200 SNOW BLOWER, elec. start, almost new. 745-9200.
SCHWINN FIVE SPEED STINGRAY, 20", good cond., $50. 444-8243.
TRANS AM GOLD HONEYCONE WHEELS, '76-'81, $300 or best offer. 447-2280.

WANTED

TAIL LIGHT LENS for '78 Cordoba Chrysler, pass. side. 745-5626.
GOOD USED PIANO. 485-7835.
LIONEL & AMERICAN FLYER TRAINS, any cond. 1-724-8011.

FOR RENT

UPPER TWO BEDROOM APT, NW, stv & ref., $200/month. 422-4083.

SERVICE

SWEETCAKES THE MAGIC CLOWN, Christmas parties, comedy, live animals. 745-1545.
VIDEO TAPING, any occasion, specializing in weddings. 456-5111.
BABYSITTING, experienced, all ages, references. 456-8608.
CONCRETE CONSTRUCTION - basement repair. 446-5643.
ROOFING - repair or renew. 747-5531.

Bowling

Apparatus

Kevin Logan (232-224)	633
Steve Scherer	237
Pat Laughlin	215
Tom Schmitt	8-9 split

Sunday Night Mixers 11/4/84

Terry Kern (202)	522
Darrell Treesh (213-202)	561
Ted Putnum	564
Kirk Baker (223)	576
Ann Huttinger	523
Donna Winters	500

Sunday Night Mixers 11/18/84

Kirk Baker	643
Marie Hughes	517

GE Office 12/3/84

Maurice Haines (224-213-224)	661
Dave Peek (212)	612
Larry Fitch	258
John Hunnicutt	217
Wayne McClure	212
Dick Grote	210

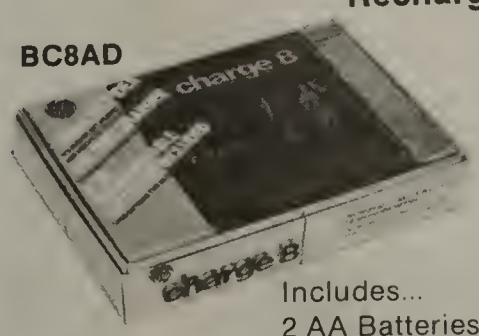
Small Motor 12/5/84

Jim O'Bryan	237
Moses Martinez	223
Terry Dorman	217
Kirk Baker	206

AT YOUR EMPLOYEE STORE

Rechargeable Sets

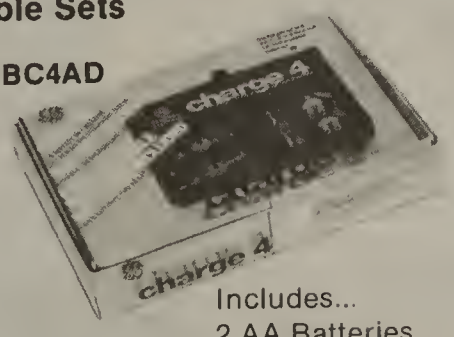
BC8AD



Includes...
2 AA Batteries
2 D Batteries

$25.99
5.00 Mail in Rebate 12/31/85
$20.99

BC4AD



Includes...
2 AA Batteries
2 D Batteries

$19.99
5.00 Mail in Rebate 12/31/85
$14.99

1030 Swinney Ave. 10-5:30 M-F Open All Saturdays in December

***ADLETS**
GE NEWS BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:
☐ For Sale* ☐ Ride Wanted
☐ Wanted ☐ Riders Wanted
☐ For Rent* ☐ Lost
☐ Free ☐ Found ☐ Service

_____

_____

(PLEASE PRINT NEATLY)

_____

Ads must be received only on this form **by noon Friday** for publication Thursday. You may submit only one adlet per issue of the **GE News. No more than 40 letters per Adlet, please.** Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg _____

The item(s) referred to in this ad are in no way connected with any business venture

_____
Signature

NON-CIRCULATING

EAP open at Park Center

The Employee Assistance Program will be open for business as usual during the holiday season. However, from Dec. 24 through Jan. 1, EAP counselors can be reached by calling Park Center at 482-9111 and asking for **Dag Arnold**, EAP coordinator.

"EAP offers a concerned, confidential hand during a time of need," said Arnold. Holidays often cause extra stress. "EAP is here to help," added Arnold.

Paycheck distribution schedule listed

Hourly-paid employees who will **not** be working as a result of shutdowns during fiscal week 52 (Dec. 26-28) may pick up the paycheck they would normally receive on Dec. 26 on Friday, Dec. 21.

Those hourly-paid employees are who working fiscal week 52 may pick up their paychecks in the usual manner.

Dispensaries reopen Jan. 2

All medical dispensaries will be closed Dec. 24 through January 1. The Winter Street dispensary will be closed Dec. 20 and 21 in addition to the above schedule. All dispensaries will be open Wednesday, Jan. 2.

Holiday cafeteria schedule listed

All cafeterias will be closed during Christmas week and through New Years (Dec. 24 through Jan. 1). Regular food service will begin Wednesday, Jan. 2.

The vending machines in the cafeterias and throughout the plants will be available during this period.



GE pensioners took up their annual collection for the WOWO Penny Pitch at the pensioner potluck Dec. 4 at the GE Club. Ruth Fuller (left) and Irene Valentino were two of the about 300 pensioners who attended the potluck. The next potluck is Tuesday, March 12.

Basketball to begin

Round-robin basketball will began Tuesday, Jan. 8 at the GE Club. Any GE employee with continuous service is eligible to participate. Registration deadline is Jan. 4. To register contact **Carl Clancy** in Building 4-6 or call Ext. 3485.

Work rule reminder

It's possible for employees to violate serious work rules in regard to alcoholic beverages while getting caught up in the holiday spirit, says **Bill McShain**, manager of hourly and nonexempt relations.

He reminds employees that carrying and/or consuming alcoholic beverages or reporting to work under the influence are work rule violations which carry with them penalties up to and including discharge.

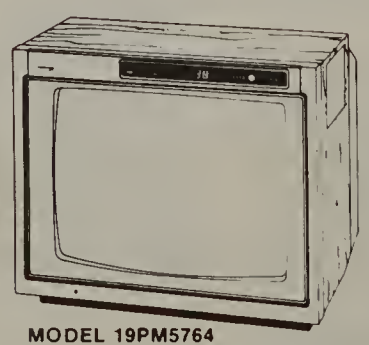
"While we wish everyone a happy holiday season," McShain added, "employees should restrict their celebrating to after-work hours."

SPECIAL
HOLIDAY DISCOUNTS
FOR GE EMPLOYEES

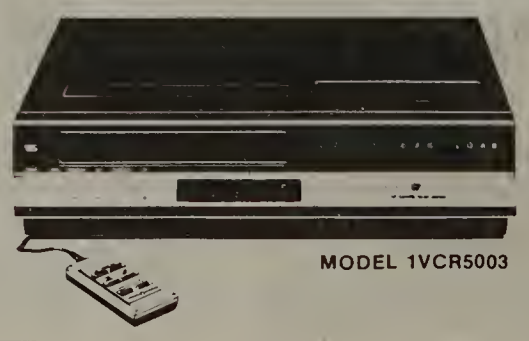
MODEL	EMPLOYEE DISCOUNT	BONUS	TOTAL DISCOUNT	MODEL	EMPLOYEE DISCOUNT	BONUS	TOTAL DISCOUNT
10AB5403	$ 30.00	$15.00	$ 45.00	25PM4854	$105.00	$55.00	$160.00
13AC3504	35.00	20.00	55.00	25PM4855	105.00	55.00	160.00
13BC5504	30.00	15.00	45.00	25PMB835	75.00	40.00	115.00
17BC4602	35.00	20.00	55.00	25PM4837	80.00	40.00	120.00
17BC4642	50.00	25.00	75.00	25PM4885	135.00	70.00	205.00
19PC5754	60.00	30.00	90.00	25PMB885	140.00	70.00	210.00
19PM4758	75.00	40.00	115.00	25PP5863	115.00	60.00	175.00
19PP5764	75.00	35.00	110.00	25PP5864	115.00	60.00	175.00
19PMB760	85.00	45.00	130.00	25PP5865	115.00	60.00	175.00
Special Close Out! Includes: 1 stand, KRD760 1 stereo adaptor, SBA800				25PP5870	120.00	60.00	180.00
19PMB762	85.00	45.00	130.00	25PP5871	120.00	60.00	180.00
Special Close Out! Includes: 1 pr. speakers, SPK762 1 pr. spkr. stands, SPS762 1 stereo adaptor, 1SBA800				25PP5872	120.00	60.00	180.00
25PC4832	75.00	40.00	115.00	1VCR5003	65.00	35.00	100.00
25PM4852	105.00	55.00	160.00	1VCR5004	65.00	35.00	100.00
25PM4853	105.00	55.00	160.00	1VCR5014	105.00	55.00	160.00

Employee may purchase up to 2 of the eligible TVs, and 2 of the eligible VCRs for personal use or as gifts to immediate family. Purchases qualifying under the Bonus Discount Program must be made between Nov. 1 - Dec. 31. Quantities are limited. No Rainchecks. No substitutions. The term "immediate family" includes employees' spouse, children, parents, grandparents, brothers, sisters, and such relatives of the employees' spouse. Subject to provisions of the employee product purchase plan.

Offer expires 12/31/84



MODEL 19PM5764



MODEL 1VCR5003

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Fort Wayne, IN 46803

(For quickest response please mail all non intracompany address changes directly to Mail Inc at the address printed above Be sure to include both your old and new addresses indicating zip codes for each.)

To All Fort Wayne General Electric Employees:

This has been a year of significant change for General Electric businesses and their employees in Fort Wayne. During 1984 both our motor and our transformer businesses underwent reorganizations designed to make those businesses more competitive in the world markets they serve.

This was also the year in which the Aircraft Engine Electronic Controls Department began operation in Fort Wayne. For many people, the start-up meant retraining and the development of new skills for this exciting new business in Fort Wayne.

This has been a year of transition as our businesses set new courses that will take us into the 1990s. Such progress does not come easy. Many dedicated employees have worked long hours, including weekends, to make the reorganizations happen and to ensure that we continue to deliver quality products on time to our customers.

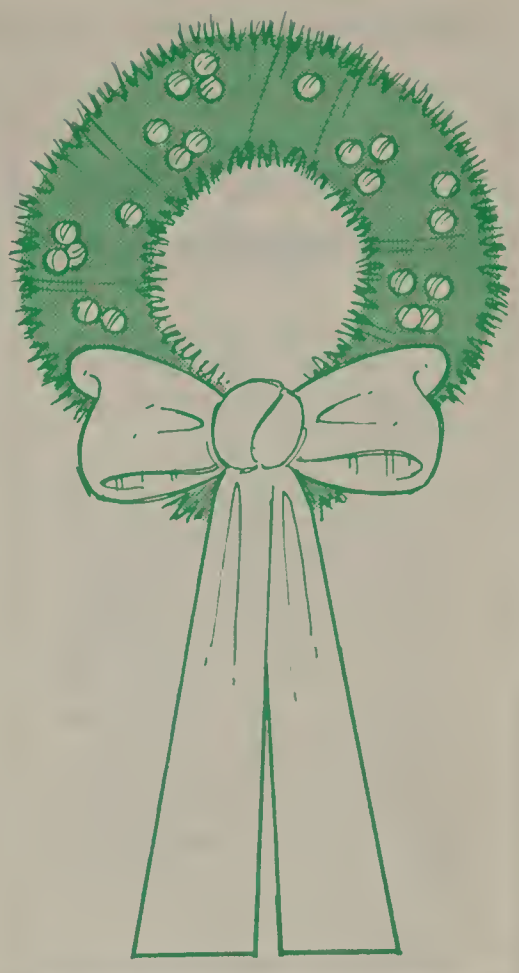
Many people—including myself—have moved to a different job, a different building, a different community as the result of these changes. There have been a lot of endings and beginnings.

As the end of another year approaches with the anticipation of the holidays ahead, it's appropriate to reflect upon our accomplishments and take stock of all that we have to be thankful for. During 1984 I was particularly impressed by the team of Hermetic Motor people who successfully phased out their operation while maintaining high standards of excellence until the last product was delivered. Much the same process is taking place at Winter Street and in offices where work groups are being reorganized to meet the changing needs of our businesses.

In spite of all the difficulties, GE people at all levels are pulling together to meet each new challenge as it comes. It is this spirit of cooperation and dedication to excellence that has made our GE businesses in Fort Wayne world leaders in their markets. During this holiday season I hope that each of you will take well-deserved satisfaction in your work and what we have been able to accomplish together in 1984.

I want to thank you all for your many extra efforts and wish you and your families a joyous holiday and a prosperous New Year.

Van W. Williams
GE Area Executive



General Electric News
DECEMBER 20, 1984 FORT WAYNE, INDIANA VOLUME 66, NO. 48

Seasons Greetings

Changing eating habits key to weight loss

Vacations and holidays are especially difficult for those who are trying to watch their diet. "This time of year is murder with all the sweets," said **Jan Best**, a word processing clerk in Building 18-5.

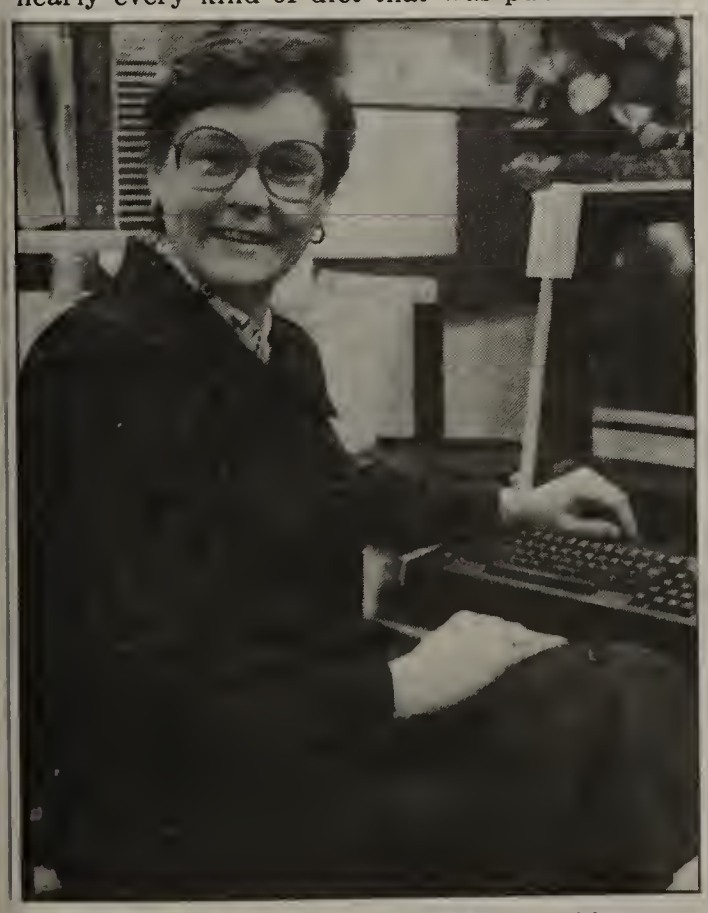
But she and **Connie Houser**, an employee relations practices clerk in Building 21, have success stories this Christmas which they feel might help some others who are struggling.

"I think I started a new diet every Monday of my life," said Connie.

But things have been different since one Monday last April. Since then, she has lost nearly 60 pounds.

"People ask what kind of diet I was on because most of us look for an easy way to lose weight. But the only way to lose weight is to change your eating habits," she said.

In the last 15 years, Connie said she has tried nearly every kind of diet that was publicized. "I have tried them all. I have enough books, I could start my own class," she said.



Jan Best also solved a blood pressure problem.

"When you make this change in your life," Connie said, "you are re-educating yourself on eating, and you are changing your eating habits.

Connie objects to the word "diet." "The word 'diet' scares people. They tend to think about it constantly."

She also believes that people shouldn't tell others they are on a diet. "That just sets them up for more criticism and guilt trips if anyone catches them eating something they shouldn't."

Changing eating habits can also be made easier by changing other habits, suggested Connie. "For example, if you watch TV every night and eat popcorn, it's better to find a new interest—a hobby, a craft or maybe a new interest in your children's activities."

Her new interest was walking. She and a friend walk at least a mile, two or three times a week. "Part of the program needs to include **moderate** exercise. It doesn't have to be something like aerobics," she stressed.

"It's important to eat from the four basic food groups and to avoid junk food," she said. "I began to see junk food as poison, which it really is. People who eat junk food have to keep eating because it doesn't fill them up. It doesn't give the body the good food it desires."

Although Connie is working to lose a few more pounds to meet her ideal weight goal, she has felt many rewards so far. "First people notice and give you compliments. As your old clothes start to hang on you, you get more excited from the results, and then the self confidence grows.

"I now leave the size labels in my clothes; I used to rip them out. This has helped my attitude toward my family, friends and my job," she explained.

"For the first time in my life, I know I can maintain my weight. I now know the secret to successful weight loss. I have wasted a lot of money and time on fad diets, and now I know you don't have to spend 1 cent on any diet."

Another success story

Jan has also won a battle she said she has fought all her life.

"I like to eat. That's my problem," she explained. "As a result, I have been on a perpetual diet all of my life."



Connie Houser found walking helped.

Also since April, Jan has lost about 40 pounds.

Her secret was "simply a matter of eating patterns. You simply can't eat like you have been in the past or you'll never lose weight." She, too, had tried several fad diets, and sometimes was successful. "You'll put all the weight back on after a fad diet unless you change your eating habits," she stressed.

Jan got her inspiration last spring when her weight became "unacceptable" to her and she began her battle.

The Weight Watchers program was the program Jan found the best for her.

The change didn't happen instantly. "You don't eat one way for over 40 years and change it over night," she said.

But, she said she feels better this Christmas than she has in several years. Her high blood pressure problem has been solved.

"People ask others for help with their eating problems. But they are the only ones who can help themselves. No one else can do it for you."

GENERAL PERIODICALS
NON-CIRCULATING

Employee Store to close after sale

To create offices for marketing and technology employees who will be relocated in Fort Wayne as the result of the Motor Business Group restructuring, the company has decided to convert the space occupied by the Employee Store in Building 31 to office space.

As a result, the Employee Store will conduct a clearance sale on all items beginning Thursday, Dec. 27. Since GE will acquire the excess inventory, prices will be reduced from 20 to 50% off the regular employee price. The clearance sale is scheduled to end January 5.

Bill McShain, manager of hourly and nonexempt employee relations, said the overriding factor in deciding to close the store was the need to provide necessary office space at the least cost to the business.

"The decision was made only after other alternatives were explored," said McShain. "We know that the store has been a convenience for employees and pensioners throughout the years, but other alternatives were not feasible. Although we have excess manufacturing space in Fort Wayne, converting that space to offices was less attractive because of the high cost and the location. Another alternative—moving the Employees Store to another GE location—was not feasible because of significant security problems."

Another consideration was the fact that in recent years a smaller and smaller portion of the products sold in the Employee Store have been General Electric products. With the sale of GE's housewares business to Black & Decker this year, that trend toward fewer GE products would have continued.

As a result of all these factors, Building 31, which houses the Employee Store and Specialty Transformer Operation offices, will be renovated to provide the necessary office space.

"We regret having to cut short our contract with Elwood's TV and Appliances, Inc. Our relationship with Roy Elwood has been an excellent one since 1980, when he assumed operation of the store," said McShain.

Elwood's will continue to operate the GE Club's bowling facility. Elwood's will also continue business as usual at their Waynedale store.

McShain pointed out that employees and pensioners still will be able to obtain discounts on major GE appliances through the Product Purchase Plan, which is not affected by the phasing out of the Employee Store.

"In the meantime, we encourage employees and pensioners to take advantage of the close-out sale at the Employee Store," said McShain. "Most of the items will be sold below dealer cost to eliminate the inventory."

Checks to show pay increase soon

The year's second cost-of-living pay raise for hourly and nonexempt-salaried employees will be effective Dec. 24.

Hourly paid employees will see the 15 cents-per-hour pay boost in their checks Jan. 9.

Nonexempt-salaried employees will notice the $6 per week increase in their Dec. 28 paychecks.

The size of the increase was based on October's Consumer Price Index for urban wage earners and clerical workers.

Under the contract negotiated by the company and the union in 1982, the year's total cost-of-living payment is based on the CPI index from October 1983 through October 1984.

Hourly and nonexempt-salaried employees also received a pay hike in June.

Employees contribute $1,819 to 'Cash for Cards' program

So far, five needy GE families have been helped by their fellow employees through the "Cash for Cards" program sponsored by the Elex Club.

In place of the money they would have spent for Christmas cards for their co-workers, employees contributed $1,819.32 to the fund.

About $733 has been dispersed from the fund so far.

The balance will be given throughout the year to qualified GE employees and pensioners as the need arises.

No GE News until Jan. 3

This is the last GE News in 1984. The next issue will be on Thursday, Jan. 3, 1985. Adlets received by Friday, Jan. 4, will be published in the Jan. 11 edition.

Adlets

FOR SALE

COLECO CABBAGE PATCH PREEMIE, $55. 432-3309.

8' CHRISTMAS TREE, artificial, $15. 432-5143.

'82 LE CAR SPORT, 4 whl drv, sun roof, AM-FM cass., good cond., 8-12 noon. 424-7274.

FROST-FREE REFRIGERATOR; washer & dryer, ex. cond. 489-5770.

CROSS-COUNTRY SKIS, poles, Adidas shoes sz. 5, great shape, $50/set. 639-3244.

HUFFY STINGRAY BIKE, good condition, $15, firm. 447-2068.

THREE BEDROOM HOUSE, 1-1/2 baths, Waynedale, $44,900. 747-9524.

TYPEWRITER, manual; bowling ball & bag, $15; lady's sz. 8 wht figure ice skates, $15. 747-3871.

ANTIQUE LIBRARY TABLE; exercise pad; mink coat, sz. 18, reasonable. 456-6854.

TRANS AM GOLD HONEYCOMB WHEELS, like new, for '76-'81, $200. 447-2280.

NATIVITY SET w-lt insert, large, for inside, eves & wkends. 424-7474.

LADY'S WOOL COAT, sz. 14, camel, like new. 422-7878.

PORTABLE SEWING MACHINE, White, new. 627-2429.

FIREWOOD. 623-3621.

FIRESTONE TIRES, Town & Country, 2, 2-35-75-15, $25 each. 693-2351.

SNOW TIRES on GM Olds Cutlass whls, FR70x14. 747-5902.

19" PORTABLE COLOR TV, ex. picture, like new, $125. 447-3915.

AM/FM TURNTABLE, 8 trk stereo, spkrs, $40. 749-1417.

2 195/14 FIRESTONE RADIAL SNOW, $30; 2 195/14 Firestone radial, good, $45. 432-4611.

TRIVIAL PURSUIT, New, never used, $20. 447-7025.

WANTED

TYPEWRITER, Electric, good cond.; go cart; sml dirt bike (50-80 cc). 747-0241.

LIONEL & AMERICAN FLYER TRAINS, any condition. 1-724-8011.

BEARCAT OR REGENCY SCANNER. 747-5902.

ROLL AROUND TOOL BOX. 747-5531.

RIDE WANTED

2816 PINE WOOD DR., Waynedale, to Taylor St. 1st shift. Pay $15 wk. 747-6274.

WATERLOO-AUBURN AREA TO TAYLOR STREET, 8-4:36 p.m. 281-2422.

SERVICE

CONCRETE CONSTRUCTION. basement repair. Eve. 446-5643.

SWEETCAKES THE MAGIC CLOWN, magic, comedy, live animals & more. Fun for all ages. 745-1545.

In memory

Edwin G. Kortum, 1529 Grove Dr., died Dec. 14. He worked as a hand screw machine operator in Building 4-1 prior to retirement in 1967.

Edna F. Crow, 723 Taylor Street, died Dec. 11. She was a coil placer at Taylor Street prior to retirement in 1953.

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